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For this survey, 602 public 2-year colleges and 251 non-public colleges were asked to participate: the response was 496 and 153 respectively. Of these, 321 public and 38 private schedules were used in this report. It details the most widespreac characteristics of the public colleges: minimum, maximum, and increment structures: allowance for previous experience: requirements for academic or professional upgrading: qualifications for promotion to faculty rank: and salary stratification within rank. Representative salary schedules are shown, some by institution. (HH)

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Higher Education Series
RESEARCH REPORT 1968-R17

Faculty Salary Schedules in Community-Junior Colleges, 1967-68

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Research Report 1968-R17: FACULTY SALARY SCHEDULES IN COMMUNITY-JUNIOR COLLEGES, 1967-68

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FOREWORD

This report, Faculty Salary Schedules in Community-Junior Colleges, 1967-68, reviews current salary scheduling practices in a rapidly expanding segment of American education. The salary schedule materials of these institutions vary widely in format and coverage of the policies which, in turn, differ widely in scope and structure. The user of these data should be aware of the limitations described in the report and take them into consideration when making interpretations.

This report provides useful information about salary schedules and policies related to the salary schedule structure, six examples of the texts of salary schedules containing comprehensive statements of policies, and identification of scheduled minimum and maximum salaries in each 2-year institution. The examples are included only for illustration; no endorsement or approval of the schedules or policies by the National Education Association or by the NEA Research Division is implied.

The Division is grateful to the administrators of the institutions who provided the basic data for this study, and expresses its special appreciation to the six selected institutions that gave permission to have their salary schedules and policies reproduced in this report.

This study was conducted by Sheila Martin, Research Assistant, under the direction of William S. Graybeal, Assistant Director.

GLEN ROBINSON
Director, Research Division

INTRODUCTION

This report is the second in a series covering salary schedules used in 2-year institutions; it supplements and extends the summaries of major salary-related policies of 2-year colleges reported in the biennial survey, Salaries in Higher Education, 1967-68. (Salary schedules of 4-year institutions are reported in a separate study.) The information given here is derived from the salary schedules supplied by the 2-year colleges in connection with the 1967-68 survey of salaries paid.

The first section of this report contains an overview of the characteristics of the salary schedules in the 321 public and 38 nonpublic 2-year colleges, followed by detailed reviews of the most widespread characteristics of the schedules in public colleges: minimum and maximum scheduled salaries, and increment structure; allowance of credit for previous experience, and the required earning of additional hours of academic credit periodically in order to receive increments (for institutions basing their salary schedules on levels of academic preparation); and qualifications for appointment and promotion to faculty rank, and salary stratification within rank according to the level of academic preparation attained (for institutions basing their salary schedules on faculty rank). The last sections provide examples of some representative comprehensive salary schedules and a listing by institution, of scheduled minimum and maximum salaries and numbers of increments for those institutions not withholding permission for the publishing of these data.

Participating Institutions

Of the 602 public 2-year institutions requested to participate in the 1967-68 biennial survey of salaries in higher education, 496 responded (82.4 percent). Of the 496 responding public institutions, 370 reported having salary schedules (74.6 percent) and the schedules of 321 of these 370 institutions (86.8 percent) are included in the present study. Of the 251 nonpublic 2-year institutions invited to participate in the survey, 153 responded (61.0 percent). Of those that responded, 58, or 37.9 percent reported use of a salary schedule and 38 of these schedules (65.5 percent) are included in the present study.

The statistics above show that the rate of response to the biennial NEA salary survey is higher among public than among nonpublic 2-year institutions; that the extent of reported use of salary schedules is twice as great among public as among nonpublic institutions; that the numbers of institutions having salary schedules analyzed in the present study represent a higher proportion of public than of nonpublic institutions having salary schedules; and that the schedules summarized in the present study represent almost two-thirds (64.7 percent) of the public institutions but only one-fourth (24.8 percent) of the nonpublic institutions which participated in this biennial study of salaries in higher education.

The number of 2-year institution salary schedules summarized in this survey differs from the number reported in the 1967-68 survey of salaries paid in higher education because not all institutions reporting the existence of salary schedules sent them and some of the materials reported to be salary schedules were not classified as salary schedules for this study. (A salary schedule was defined as a written statement of institutional policy which contains either (a) the level of scheduled minimum and maximum salaries or (b) the level of either scheduled minimum or maximum salaries in addition to a description of the increment structure and/or the requirements for placement and advancement in salary. This definition is more comprehensive than that used in the 1965-66 pilot study.)

The Schedules

The salary schedule materials varied from a portion of a page listing salaries and increments for several strata to publications describing salary-related policies in detail. It is likely that many institutions did not send complete documents which describe their policies related to scheduled salaries. The limitations of the data, both in the proportion of the institutions having salary schedules which are included in this study, and in the completeness of the information forwarded by the cooperating institutions, require that the findings be interpreted in very general terms. Over-interpretation from limited data was chosen over the alternative of reporting only the most obvious and defensible characteristics. This survey, however, shows the general status of salary schedule provisions in 1967-68, and establishes a basis for continued improvement in the reporting and analysis of salary policies in future studies.

The scheduled salaries in 2-year institutions are structured on levels of academic preparation completed or faculty ranks, or both of these factors. As shown below, about two-thirds of the public institutions (221 institutions) base scheduled faculty salaries upon level of educational preparation. The four most widely used levels (doctorate, master's degree plus one year, master's degree, and bachelor's degree) are reviewed throughout this report. Among these 221 institutions, 14 also use faculty ranks with the levels of salaries not being affected by the faculty rank held. The use of academic preparation as the base for scheduled salaries is only slightly more prevalent among the small than large public 2-year institutions.

Enrollment	Percent of public 2-year institutions with scheduled salaries based on: Preparation level	Faculty rank	Total: Number	Percent
Under 1,000	71.6%	28.4%	141	100.0%
1,000 to 1,999 .	70.3	29.7	74	100.0
2,000 or more ..	64.2	35.8	106	100.0
All institutions	68.8	31.2	321	100.0

Of the 38 nonpublic 2-year institution schedules in this summary, 21 (55.3 percent) use academic preparation as the basis for the salary schedule.

Regional distributions of the 2-year institutions by control, size, and basis for salary scheduling are provided in Table 1.1/ More than one-third of all 2-year institutions having salary schedules are in the West. Almost two public institutions in five having salary schedules are in the West, but this region contains only about one-eighth of the nonpublic institutions having schedules. Public institutions having schedules based on academic preparation are largely in the West (California and Washington) and to a lesser extent in the middle states (Illinois and Iowa) while public institutions having schedules based on faculty rank are clustered heavily in the Northeast (New York and Massachusetts). The few nonpublic 2-year institutions having salary schedules are widely scattered.

The summary below shows that the distribution of public 2-year institutions by size of enrollment is about the same for institutions basing their schedules on academic preparation as for institutions basing their salary schedules on faculty rank. It also shows that almost two-thirds of the faculty are employed in the large institutions.

Institution group by enrollment	Institutions: Number	Percent	Faculty: Number	Percent
SCHEDULE BASED ON ACADEMIC PREPARATION				
Under 1,000	101	45.7%	2,820	16.5%
1,000-1,999	52	23.5	3,328	19.5
2,000 or more ...	68	30.8	10,904	63.9
Total	221	100.0%	17,052	99.9%
SCHEDULE BASED ON FACULTY RANK				
Under 1,000	40	40.0%	1,214	13.9%
1,000-1,999	22	22.0	1,695	19.4
2,000 or more ...	38	38.0	5,810	66.6
Total	100	100.0%	8,719	99.9%

The schedules of 51, or 15.9 percent of the public 2-year institutions in nine states are part of a state-wide salary schedule which appears to apply to all public junior colleges within a state. However, data for nonrespondent state-supported institutions have not been added to the data being summarized because their status is not clear. There is lack of evidence that all state-supported 2-year institutions are covered in these states.

The unit of information in this report is the institution rather than the individual faculty member. Thus, when information is interpreted to apply to faculty personnel, it should be weighted toward conditions in the larger institutions.

1/ In each major section the tables follow the text.

TABLE 1. -- REGIONAL DISTRIBUTION OF 2-YEAR INSTITUTIONS HAVING SALARY SCHEDULES, BY CONTROL AND BY BASIS OF SCHEDULED SALARIES

REGION	PERCENT OF INSTITUTIONS: SALARY SCHEDULE BASED ON ACADEMIC PREPARATION: PUBLIC	NON-PUBLIC	SALARY SCHEDULE BASED ON FACULTY RANK: PUBLIC	NON-PUBLIC	TOTAL: PUBLIC	NON-PUBLIC	GRAND TOTAL
1	2	3	4	5	6	7	8
NORTHEAST	.5	19.0	58.0	58.8	18.4	36.8	20.3
SOUTHEAST	19.5	38.1	11.0	17.6	16.8	28.9	18.1
MIDDLE	29.4	33.3	21.0	5.9	26.8	21.1	26.2
WEST	50.7	9.5	10.0	17.6	38.0	13.2	35.4
TOTAL PERCENT	100.1	99.9	100.0	99.9	100.0	100.0	100.0
NUMBER REPORTING	221	21	100	17	321	38	359

CHARACTERISTICS OF SALARY SCHEDULES

The salary schedules of the 321 public 2-year institutions vary widely in the scope and type of salary-related provisions. Those observed most frequently in public institution schedules are summarized in Table 2. Minimum and maximum scheduled salaries are specified in every salary schedule; regular salary increments are provided in practically all salary schedules based on academic preparation and in 4 in 5 schedules based on faculty ranks. A very small number of institutions report provisions for merit or longevity increments; 2.2 percent and 4.7 percent, respectively.

Almost half (45.2 percent) of public colleges basing their schedules on academic preparation allow credit for previous experience, a practice almost entirely limited to institutions which structure their salary schedule on the basis of academic preparation.

More than half (54.0 percent) of the public 2-year colleges basing their salaries on faculty rank specify the minimum qualifications required for appointment to each rank, and about 1 in 10 (11.0 percent) specify salary differentials within ranks based on academic preparation.

The salary schedules of a few (7.2 percent) of the public institutions structuring their salary scheduels on academic preparation report that regular increments within preparation levels require additional hours of academic credit.

About one-fourth (24.0 percent) of the salary schedules of public institutions provide salary rates for positions other than teaching faculty.

Summarized in Table 3 are the major provisions of salary schedules of 38 nonpublic 2-year institutions. All of them provide minimum and maximum salaries; about 4 in 5 (81 percent) of those based on preparation and only 1 in 4 (23.5 percent) of those based on faculty rank list the provisions for salary increments. Very small numbers of the schedules contain any other provisions.

A state-wide salary schedule for public-supported 2-year institutions is found in nine states. These policies specify minimum and maximum salaries and provide regular increments in the following states: Alabama, Connecticut, Hawaii, Massachusetts, Minnesota, and North Carolina. In Rhode Island, Vermont, and Virginia the policies provide minimum and maximum salaries without reference to increments. Only two states, Connecticut and Virginia, prescribe the qualifications for appointment. Only one state, Hawaii, allows credit for previous experience.

Comprehensiveness

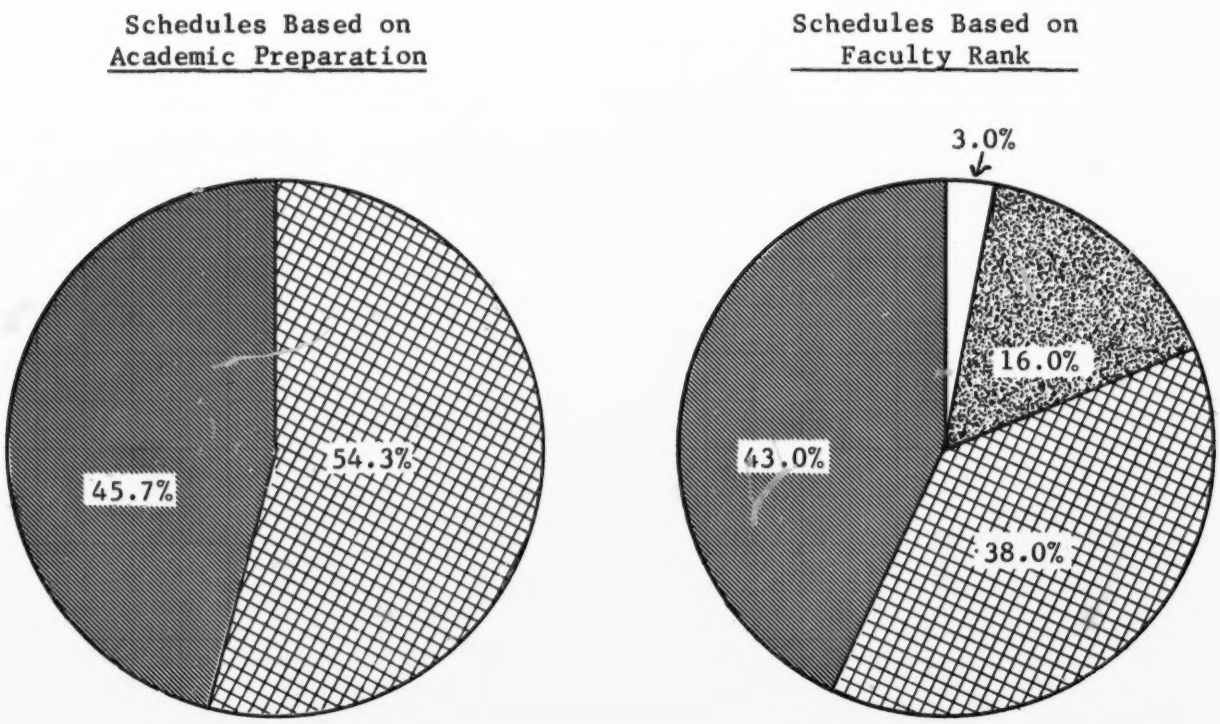
The salary policy statements have been classified into four groups according to comprehensiveness in providing information valuable to individual faculty members (Table 4). Level 1 schedules provide only the scheduled minimum and maximum salaries. Level 2 schedules go beyond minimum and maximum salaries to include one or more of these factors: (a) minimum qualifications required for placement or advancement in rank, (b) specification of salary strata within rank based on the level of academic preparation achieved by the faculty member, (c) allowance of credit for previous experience, and (d) requirement of additional credit hours to be earned for salary progress. Policy statements classified at these first two levels do not meet the desirable minimum requirement that schedules should specify the level of minimum and maximum salaries and include provisions for increments. The schedules classified in the third category (Level 3) meet the definition of minimum contents which should be included in a salary schedule. Only at the fourth level do the salary schedules, containing minimum and maximum scheduled salaries, increments, and at least one other of the provisions listed above, meet criteria as comprehensive salary schedules.

First level schedules allow the institution wide latitude in assigning individual salaries; schedules at each successive level further limit the scope of subjective judgment of the institution in establishing and changing individual salaries.

Table 4 shows that more than two-fifths of the public institution salary schedules having each type of structure meet the requirements of Level 4, the most comprehensive grouping. These institutions employ more than half of the faculty in public institutions having schedules structured by academic preparation and almost half of the faculty in public institutions having schedules structured by faculty rank. All of the public institutions structuring their schedules on academic preparation meet or exceed the minimum provisions of a salary schedule (Levels 3 or 4), and four-fifths of the public institutions structuring their schedules on faculty rank meet or exceed these requirements.

FIGURE I

COMPREHENSIVENESS OF SALARY SCHEDULES IN PUBLIC JUNIOR COLLEGES, 1967-68


Schedules Based on Academic Preparation
45.7%
54.3%
Schedules Based on Faculty Rank
3.0%
16.0%
43.0%
38.0%
Minimums, maximums, and increments
Minimums, maximums, increments, credit for experience, and academic credit required for advancement
Minimums and maximums only
Minimums, maximums, qualifications for placement, and stratification within ranks
Minimums, maximums, and increments
Minimums, maximums, increments, qualifications for placement, and stratication within ranks

NEA Research Division

Only three of the 21 nonpublic institution salary schedules based on academic preparation (14.3 percent) and only two of the 17 nonpublic institution salary schedules based on faculty rank (11.8 percent) are classified in the most comprehensive grouping (Level 4). About three-fourths of the nonpublic salary schedules based on faculty rank are classified below Level 3 in comprehensiveness.

Levels of Academic Preparation

The 221 public institutions basing their salary schedules on academic preparation structure salaries on 2 to 21 levels of academic preparation, as shown in Table 5. In institutions enrolling under 2,000 students the median number is five, and in the larger institutions the median is six. Four, five, six, or seven levels of academic preparation are used widely among public institutions in each size grouping. Seven or more strata of academic preparation are provided in more than one-fourth (28.5 percent) of these salary schedules; in 1965-66, this number of strata was provided in one-fifth (20.9 percent) of the 182 salary schedules analyzed.

Table 6 shows the academic preparation levels for which separate salary scales are provided,

the four levels most frequently identified (used in 79.1 percent or more of the schedules) being bachelor's degree, master's degree, six years (master's degree plus 30 semester hours or 45 quarter hours), and doctor's degree. These levels are used subsequently in this report for summaries of minimum and maximum salaries and increments.

Almost half (46.2 percent) of the public institution schedules provide a separate scale for faculty having seven years of academic preparation (without the doctorate); in 1965-66, this scale was used in only one-third (32.4 percent) of the salary schedules analyzed.

Almost half (48.8 percent) of these salary schedules structured by academic preparation provide separate scales for more than five levels of academic preparation. Most of the schedules provide only one intermediate salary scale between the full-year intervals of academic preparation, most often between the master's degree and the six-year level, shown in Table 6. A few schedules contain separate salary stratifications for each small increase in academic preparation.

Separate stratification of academic preparation below the bachelor's degree is provided in 19 salary schedules, 12 of which are institutions enrolling fewer than 1,000 students. Separate stratification of academic preparation beyond the doctor's degree is provided in three salary schedules, two of which are small institutions.

TABLE 2. -- PROVISIONS OF SALARY SCHEDULES IN PUBLIC 2-YEAR COLLEGES, 1967-68

SALARY PROVISION	PERCENT OF INSTITUTIONS REPORTING SCHEDULE BASED ON ACADEMIC PREPARATION	SCHEDULE BASED ON PROFESSORIAL RANKS	TOTAL, ALL INSTITUTIONS	PERCENT OF TOTAL INSTITUTIONS USING SALARY PROVISION
1	2	3	4	5
MINIMUM, MAXIMUM AND INCREMENTS				
MINIMUM SALARY FOR EACH SCHEDULED ACADEMIC GRADE(OR PROFESSORIAL RANK)	100.0	100.0	321	100.0
MAXIMUM SALARY FOR EACH SCHEDULED ACADEMIC GRADE(OR PROFESSORIAL RANK)	100.0	100.0	321	100.0
REGULAR INCREMENTS FOR EACH SCHEDULED ACADEMIC GRADE(OR PROFESSORIAL RANK)	99.5	79.0	299	93.1
MERIT INCREMENTS	2.7	1.0	7	2.2
LONGEVITY INCREMENTS	6.8	...	15	4.7
PLACEMENT OR ADVANCEMENT ON THE SCHEDULE				
ALLOWANCE OF CREDIT FOR PREVIOUS TEACHING OR NONTEACHING EXPERIENCE	45.2	4.0	104	32.4
OBJECTIVE QUALIFICATIONS FOR APPOINTMENT TO PROFESSORIAL RANKS	2.7	54.0	60	18.7
SALARY DIFFERENTIALS WITHIN PROFESSORIAL RANKS ACCORDING TO LEVEL OF ACADEMIC PREPARATION	...	11.0	11	3.4
ADDITIONAL HOURS OF ACADEMIC CREDIT REQUIRED FOR PROGRESS TOWARD HIGHER SALARY WITHIN ACADEMIC GRADE	7.2	...	16	5.0
OTHER PROVISIONS				
DIFFERENTIALS FOR MEN, MARRIED MEN, PERSONS WITH DEPENDENTS, ETC.	...	...	...	...
SALARY RATES FOR PERSONS OTHER THAN TEACHING FACULTY	24.9	22.0	77	24.0
TOTAL NUMBER OF INSTITUTIONS IN SURVEY	221	100	321	...

TABLE 3. -- PROVISIONS OF SALARY SCHEDULES IN NON-PUBLIC 2-YEAR COLLEGES, 1967-68

SALARY PROVISION	PERCENT OF INSTITUTIONS REPORTING SCHEDULE BASED ON ACADEMIC PREPARATION	PERCENT OF INSTITUTIONS REPORTING SCHEDULE BASED ON PROFESSORIAL RANKS	TOTAL, ALL INSTITUTIONS	PERCENT OF TOTAL INSTITUTIONS USING SALARY PROVISION
1	2	3	4	5
MINIMUM, MAXIMUM AND INCREMENTS				
MINIMUM SALARY FOR EACH SCHEDULED ACADEMIC GRADE(OR PROFESSORIAL RANK) .	100.0	100.0	38	100.0
MAXIMUM SALARY FOR EACH SCHEDULED ACADEMIC GRADE(OR PROFESSORIAL RANK) .	100.0	100.0	38	100.0
REGULAR INCREMENTS FOR EACH SCHEDULED ACADEMIC GRADE(OR PROFESSORIAL RANK) .	81.0	23.5	21	55.3
MERIT INCREMENTS	...	5.9	1	2.6
LONGEVITY INCREMENTS	...	...	...	...
PLACEMENT OR ADVANCEMENT ON THE SCHEDULE				
ALLOWANCE OF CREDIT FOR PREVIOUS TEACHING OR NONTEACHING EXPERIENCE	14.3	5.9	4	10.5
OBJECTIVE QUALIFICATIONS FOR APPOINTMENT TO PROFESSORIAL RANKS	...	41.2	7	18.4
SALARY DIFFERENTIALS WITHIN PROFESSORIAL RANKS ACCORDING TO LEVEL OF ACADEMIC PREPARATION	...	29.4	5	13.2
ADDITIONAL HOURS OF ACADEMIC CREDIT REQUIRED FOR PROGRESS TOWARD HIGHER SALARY WITHIN ACADEMIC GRADE	4.8	...	1	2.6
OTHER PROVISIONS				
DIFFERENTIALS FOR MEN, MARRIED MEN, PERSONS WITH DEPENDENTS, ETC.	...	...	...	...
SALARY RATES FOR PERSONS OTHER THAN TEACHING FACULTY	4.8	5.9	2	5.3
TOTAL NUMBER OF INSTITUTIONS IN SURVEY .	21	17	38	...

TABLE 4.--NUMBER OF 2-YEAR COLLEGES USING VARIOUS COMBINATIONS OF MAJOR SALARY SCHEDULE PROVISIONS BY SALARY SCHEDULE STRUCTURE AND BY CONTROL, 1967-68

Level of comprehensiveness	Salary schedule provisions	Public institutions		Public full-time faculty		Nonpublic institutions	
		Number	Percent	Number	Percent	Number	Percent
1	2	3	4	5	6	7	8
	Schedules based on academic preparation						
1	Minimum/maximum	...	...	...	...	3	14.3%
3	Minimum/maximum/increments	120	54.3%	7,875	46.2%	15	71.4
4	Minimum/maximum/increments/allowance of credit for previous experience	85	38.5	8,335	48.9	2	9.5
	Minimum/maximum/increments/additional hours required for progress on schedule	1	0.5	85	0.5	...	...
	Minimum/maximum/increments/allowance of credit for previous experience/additional credit hours required for progress on schedule	15	6.8	757	4.4	1	4.8
	Total	221	100.1%	17,052	100.0%	21	100.0%
	Schedules based on faculty rank						
1	Minimum/maximum	3	3.0%	293	3.4%	4	23.5%
2	Minimum/maximum/stratification by preparation	...	...	...	...	3	17.6
	Minimum/maximum/qualifications for appointment	15	15.0	1,130	13.0	5	29.4
	Minimum/maximum/qualifications for appointment/stratification by preparation	1	1.0	29	0.3	1	5.9
3	Minimum/maximum/increments	38	38.0	3,241	37.2	2	11.8
4	Minimum/maximum/increments/qualifications for appointment	31	31.0	2,097	24.1	1	5.9
	Minimum/maximum/increments/stratification by preparation	5	5.0	701	8.0	1	5.9
	Minimum/maximum/increments/qualifications for appointment/stratification by preparation	7	7.0	1,228	14.1	...	...
	Total	100	100.0%	8,719	100.1%	17	100.0%

TABLE 5. -- DISTRIBUTIONS OF PUBLIC 2-YEAR COLLEGE SALARY SCHEDULES BY NUMBER OF ACADEMIC PREPARATION LEVELS, BY ENROLLMENT, 1967-68

NUMBER OF ACADEMIC PREPARATION LEVELS	ENROLL UNDER 1,000	ENROLL 1,000-1,999	ENROLL 2,000 AND OVER	TOTAL
1	2	3	4	5
2	1	...	...	1
3	6	4	1	11
4	18	12	7	37
5	32	11	21	64
6	18	11	16	45
7	14	6	13	33
8	3	1	6	10
9	6	5	2	13
10	1	1	1	3
11	1	1	...	2
14	1	...	...	1
21	...	...	1	1
NUMBER OF INSTITUTIONS REPORTING	101	52	68	221

TABLE 6. -- DISTRIBUTION OF SALARY SCHEDULES BY LEVEL OF ACADEMIC PREPARATION, PUBLIC 2-YEAR COLLEGES WITH SCHEDULES BASED ON ACADEMIC PREPARATION, 1967-68

ACADEMIC PREPARATION AND NUMBER OF INTERMEDIATE LEVELS	ENROLL UNDER 1,000	ENROLL 1,000-1,999	ENROLL 2,000 OR MORE	TOTAL
1	2	3	4	5
LESS THAN BACHELOR'S DEGREE				
1	3	2	3	8
2 OR MORE	9	2	...	11
BACHELOR'S DEGREE				
1	78	37	60	175
MORE THAN BACHELOR'S(LESS THAN MASTER'S)				
1	26	13	15	54
2 OR MORE	10	2	6	18
MASTER'S DEGREE				
1	101	52	68	221
MORE THAN MASTER'S(LESS THAN 6 YEARS)				
1	43	24	28	95
2 OR MORE	9	4	5	18
6 YEARS				
1	87	48	68	203
MORE THAN 6 YEARS(LESS THAN 7 YEARS)				
1	23	14	32	69
2 OR MORE	6	5	1	12
7 YEARS				
1	42	23	37	102
MORE THAN 7 YEARS(LESS THAN DOCTOR'S)				
1	3	4	3	10
2 OR MORE	...	1	1	2
DOCTOR'S DEGREE				
1	65	45	65	175
MORE THAN DOCTOR'S				
1	2	1	...	3
TOTAL NUMBER OF INSTITUTIONS	101	52	68	221

SCHEDULED MINIMUM AND MAXIMUM SALARIES

Scheduled minimum and maximum salaries in public 2-year institutions are summarized in Tables 7 and 8. The median scheduled salaries and the percents of increase over 2 years in public institutions which structure salary schedules by academic preparation are as follows:

Academic preparation	Median scheduled salary, 1967-68	Percent increase over 1965-66
MINIMUM SALARIES		
Bachelor's degree	$ 6,000	9.9%
Master's degree .	6,700	11.4
6-years	7,310	12.7
Doctor's degree .	8,500	18.3
MAXIMUM SALARIES		
Bachelor's degree	9,010	14.0
Master's degree .	10,331	15.2
6-years	11,502	17.1
Doctor's degree .	12,665	14.0

For each level of academic prepration the median of the scheduled salaries in small institutions is lower than those in larger institutions. This may be a function of institution location as well as of size.

All of these 221 schedules provide minimum and maximum salaries for the master's degree; for the bachelor's degree, 80.1 percent; for the 6-year level, 92.3 percent; and for the doctor's degree, 81.4 percent.

The relationship of minimum and maximum scheduled salaries at each of the four preparation levels to the scheduled minimum salary for the master's degree was estimated through use of median scheduled salaries, as shown below. Differences in the numbers of institutions providing separate salary scales for each of these preparation levels reduce the precision of the ratio estimates.

Academic preparation	Ratio (multiplied by 100) of median salary to median minimum salary for the master's degree
MINIMUM SALARIES	
Bachelor's degree	90
Master's degree	100
6-year level	109
Doctor's degree	127
MAXIMUM SALARIES	
Bachelor's degree	134
Master's degree	154
6-year level	172
Doctor's degree	189

Scheduled salaries in public 2-year institutions structuring their schedules on faculty rank are summarized in Table 8. The median scheduled salaries and the percents of increase in public institutions which base salary schedules upon faculty rank are as follows:

Faculty rank	Median scheduled salary, 1967-68	Percent increase over 1965-66
MINIMUM SALARIES		
Instructor	$ 6,500	6.2%
Assistant professor ...	8,500	6.9
Associate professor ...	8,833	8.4
Professor	10,337	7.7
MAXIMUM SALARIES		
Instructor	8,900	11.9
Assistant professor ...	10,500	12.4
Associate professor ...	12,213	14.1
Professor	14,218	15.0

The medians of scheduled salaries are related positively to institution size groupings at all ranks, but this pattern is not consistently observed at the first quartile. These variations may be contributed by institutional location as well as size.

All of these 100 schedules provide minimum and maximum salaries for assistant professors, 99 provide them for instructors, 94 for associate professors, and 86 for professors. A few institutions provide minimum scheduled salaries but not maximums for the two top ranks.

Listed in Table 9 are the scheduled minimum and maximum salaries in each state having a state-wide salary schedule for state-supported two-year institutions. These scheduled salaries reflect the variation shown in the scheduled salaries of all public institutions.

Summaries of the scheduled minimum and maximum salaries in the 36 nonpublic 2-year institutions are provided in Tables 10 and 11. The medians are about 10 percent lower than the median scheduled salaries in the public institutions enrolling fewer than 1,000 students. The median maximum salaries for six years of academic preparation is an exception to the general pattern of higher median scheduled salaries at successively higher levels of academic preparation.

TABLE 7. -- SCHEDULED MINIMUM AND MAXIMUM SALARIES IN PUBLIC 2-YEAR COLLEGES BASING THE SALARY SCHEDULE ON ACADEMIC PREPARATION, BY ENROLLMENT AND PREPARATION LEVEL, 1967-68

LEVEL OF PREPARATION AND ENROLLMENT	NUMBER OF INSTITUTIONS	SCHEDULED SALARIES					
		LOW	FIRST QUARTILE	MEDIAN	MEAN	THIRD QUARTILE	HIGH
1	2	3	4	5	6	7	8
MINIMUM SALARIES							
BACHELOR'S DEGREE							
ENROLLMENT UNDER 1,000	79	3,800	5,300	5,500	5,674	6,000	7,380
ENROLLMENT 1,000-1,999	38	4,650	5,875	6,061	6,133	6,500	7,500
ENROLLMENT 2,000 AND OVER .	60	4,800	6,272	6,718	6,629	6,920	7,460
TOTAL	177	3,800	5,422	6,000	6,096	6,700	7,500
MASTER'S DEGREE							
ENROLLMENT UNDER 1,000	101	4,300	6,100	6,300	6,425	6,730	8,136
ENROLLMENT 1,000-1,999	52	5,400	6,400	6,675	6,707	7,030	8,544
ENROLLMENT 2,000 AND OVER .	68	5,486	6,908	7,348	7,246	7,560	8,280
TOTAL	221	4,300	6,300	6,700	6,744	7,255	8,544
SIX YEARS							
ENROLLMENT UNDER 1,000	88	5,650	6,670	6,800	7,004	7,343	8,610
ENROLLMENT 1,000-1,999	49	5,700	6,890	7,360	7,361	7,883	9,094
ENROLLMENT 2,000 AND OVER .	67	5,914	7,454	7,881	7,888	8,316	8,950
TOTAL	204	5,650	6,800	7,310	7,380	7,915	9,094
DOCTOR'S DEGREE							
ENROLLMENT UNDER 1,000	68	6,310	7,321	7,803	7,966	8,690	10,138
ENROLLMENT 1,000-1,999	45	6,300	7,850	8,382	8,395	8,988	9,900
ENROLLMENT 2,000 AND OVER .	67	6,429	8,496	8,910	8,791	9,320	10,165
TOTAL	180	6,300	7,760	8,500	8,380	9,025	10,165
MAXIMUM SALARIES							
BACHELOR'S DEGREE							
ENROLLMENT UNDER 1,000	79	5,000	6,777	7,757	7,932	9,401	11,970
ENROLLMENT 1,000-1,999	38	5,250	7,994	9,301	9,001	10,094	11,308
ENROLLMENT 2,000 AND OVER .	60	7,371	9,115	10,090	9,964	10,570	12,810
TOTAL	177	5,000	7,616	9,010	8,850	10,050	12,810
MASTER'S DEGREE							
ENROLLMENT UNDER 1,000	101	5,200	8,325	9,055	9,323	10,490	12,390
ENROLLMENT 1,000-1,999	52	5,900	9,125	10,222	9,954	11,224	12,490
ENROLLMENT 2,000 AND OVER .	68	7,370	10,620	11,190	11,141	11,701	13,728
TOTAL	221	5,200	9,026	10,331	10,031	11,224	13,728
SIX YEARS							
ENROLLMENT UNDER 1,000	88	6,794	9,225	10,570	10,466	11,932	13,230
ENROLLMENT 1,000-1,999	49	6,200	10,028	11,540	11,045	12,325	14,000
ENROLLMENT 2,000 AND OVER .	67	7,920	11,400	12,310	12,100	12,873	14,144
TOTAL	204	6,200	9,933	11,502	11,142	12,540	14,144
DOCTOR'S DEGREE							
ENROLLMENT UNDER 1,000	68	7,400	9,773	10,632	11,064	12,235	15,062
ENROLLMENT 1,000-1,999	45	6,800	11,022	12,800	12,388	13,586	17,000
ENROLLMENT 2,000 AND OVER .	67	9,000	12,510	13,553	13,232	14,150	15,062
TOTAL	180	6,800	10,557	12,665	12,202	13,743	17,000

TABLE 8. -- SCHEDULED MINIMUM AND MAXIMUM SALARIES IN PUBLIC 2-YEAR COLLEGES BASING THE SALARY SCHEDULE ON FACULTY RANK, BY ENROLLMENT AND FACULTY RANK, 1967-68

FACULTY RANK AND ENROLLMENT	NUMBER OF INSTITUTIONS	SCHEDULED SALARIES					
		LOW	FIRST QUARTILE	MEDIAN	MEAN	THIRD QUARTILE	HIGH
1	2	3	4	5	6	7	8
MINIMUM SALARIES							
INSTRUCTOR							
ENROLLMENT UNDER 1,000	40	5,450	6,000	6,448	6,398	6,500	8,520
ENROLLMENT 1,000-1,999	22	5,500	6,436	6,500	6,699	7,000	8,520
ENROLLMENT 2,000 AND OVER .	37	5,100	6,185	6,900	6,778	7,250	8,550
TOTAL	99	5,100	6,200	6,500	6,607	7,000	8,550
ASSISTANT PROFESSOR							
ENROLLMENT UNDER 1,000	40	6,150	7,063	7,495	7,549	7,747	9,580
ENROLLMENT 1,000-1,999	22	6,440	7,473	7,500	7,752	8,088	9,600
ENROLLMENT 2,000 AND OVER .	38	5,500	7,000	8,000	7,994	9,250	10,200
TOTAL	100	5,500	7,250	7,500	7,763	8,190	10,200
ASSOCIATE PROFESSOR							
ENROLLMENT UNDER 1,000	40	6,700	8,275	8,663	8,725	9,098	11,640
ENROLLMENT 1,000-1,999	22	7,000	8,663	8,870	9,065	9,638	11,640
ENROLLMENT 2,000 AND OVER .	38	6,227	8,000	9,500	9,295	10,650	13,500
TOTAL	100	6,227	8,270	8,833	9,016	9,581	13,500
PROFESSOR							
ENROLLMENT UNDER 1,000	39	7,950	9,750	10,337	10,481	11,000	15,950
ENROLLMENT 1,000-1,999	21	7,520	10,000	10,337	10,515	10,990	13,930
ENROLLMENT 2,000 AND OVER .	36	6,762	9,053	11,350	10,794	12,050	16,250
TOTAL	96	6,762	9,500	10,337	10,606	11,688	16,250
MAXIMUM SALARIES							
INSTRUCTOR							
ENROLLMENT UNDER 1,000	40	6,450	8,000	8,275	8,373	9,000	10,440
ENROLLMENT 1,000-1,999	22	7,750	8,226	8,850	8,991	9,563	10,750
ENROLLMENT 2,000 AND OVER .	37	6,600	8,825	9,500	9,530	10,783	11,000
TOTAL	99	6,450	8,226	8,900	8,943	9,500	11,000
ASSISTANT PROFESSOR							
ENROLLMENT UNDER 1,000	40	7,350	9,565	9,950	10,054	10,975	11,860
ENROLLMENT 1,000-1,999	22	8,300	9,565	10,650	10,760	11,590	15,000
ENROLLMENT 2,000 AND OVER .	38	7,350	10,500	11,071	11,505	13,100	15,000
TOTAL	100	7,350	9,565	10,500	10,761	11,500	15,000
ASSOCIATE PROFESSOR							
ENROLLMENT UNDER 1,000	37	8,050	11,017	11,700	11,619	12,913	14,280
ENROLLMENT 1,000-1,999	22	8,600	11,034	12,138	12,469	13,545	18,000
ENROLLMENT 2,000 AND OVER .	35	8,100	11,300	13,000	13,290	14,900	18,000
TOTAL	94	8,050	11,034	12,213	12,440	13,325	18,000
PROFESSOR							
ENROLLMENT UNDER 1,000	34	9,000	13,075	13,900	13,946	15,000	22,475
ENROLLMENT 1,000-1,999	20	10,200	13,208	14,000	14,778	16,187	25,000
ENROLLMENT 2,000 AND OVER .	32	8,850	13,525	15,325	15,451	16,700	25,000
TOTAL	86	8,850	13,208	14,218	14,699	16,404	25,000

FIGURE II
MEDIAN MINIMUM AND MAXIMUM SCHEDULED SALARIES IN PUBLIC 2-YEAR INSTITUTIONS,
BY ACADEMIC PREPARATION AND FACULTY RANK, 1967-68

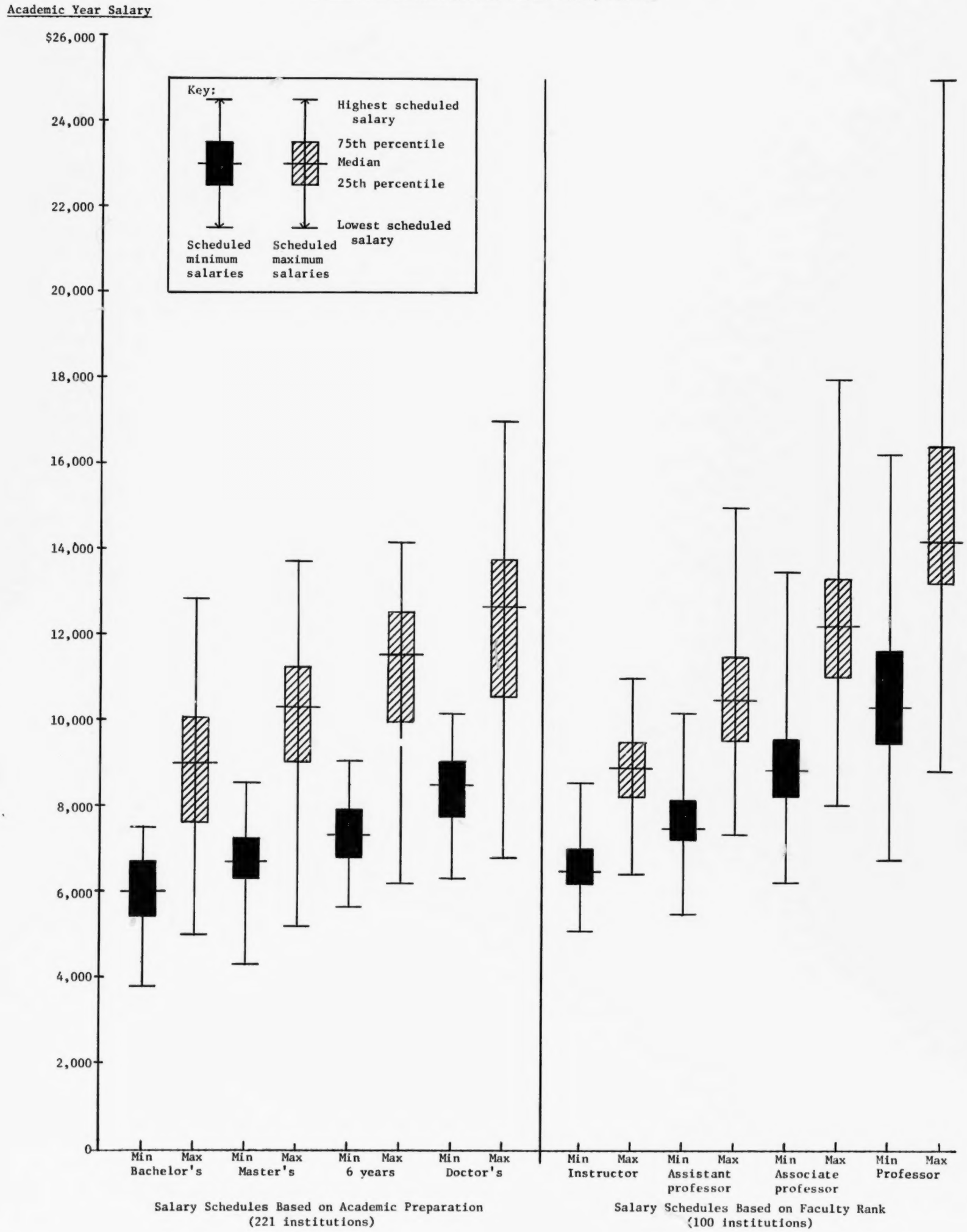


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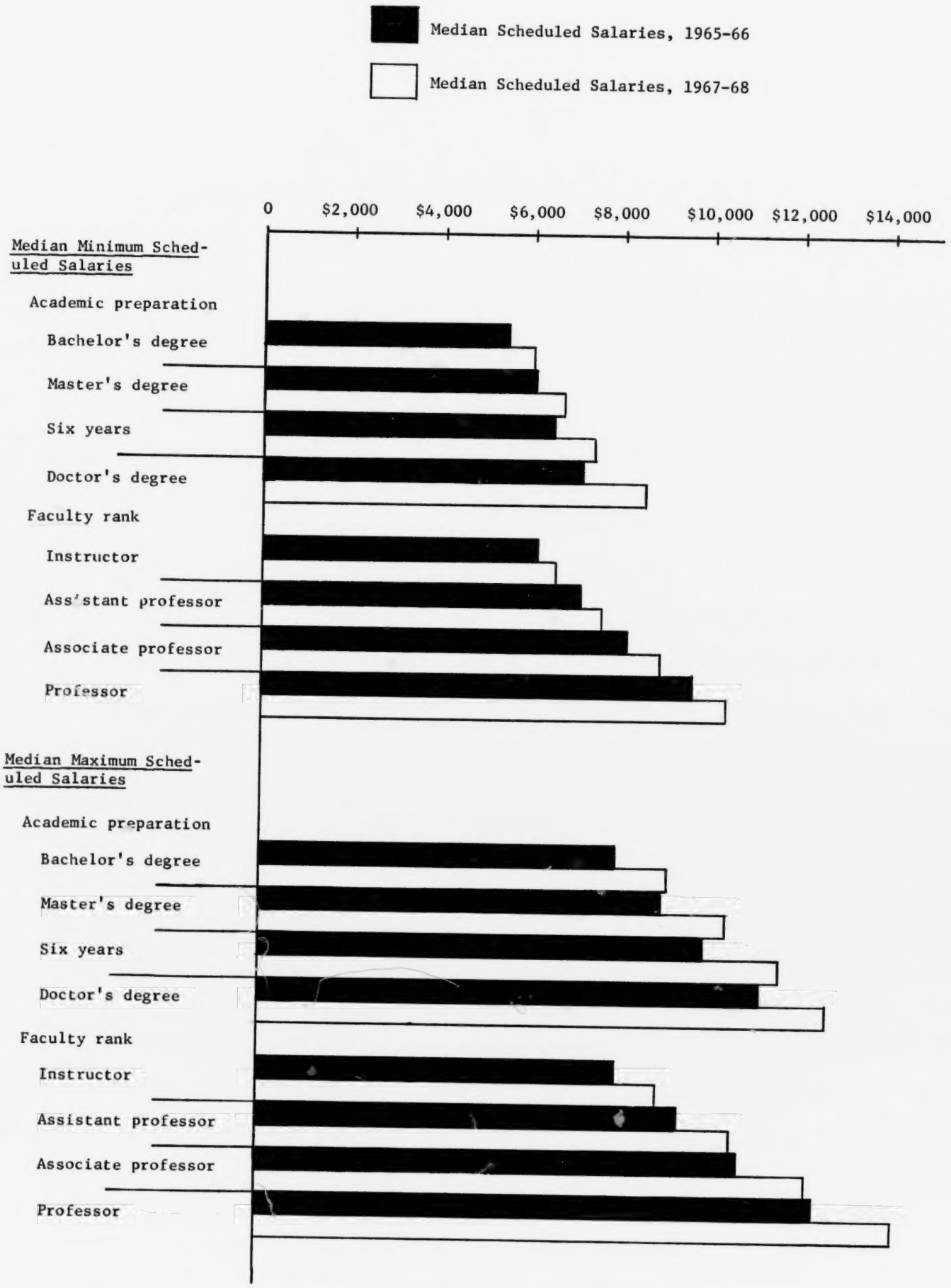
FIGURE III

MEDIAN MINIMUM AND MAXIMUM SCHEDULED SALARIES IN PUBLIC 2-YEAR INSTITUTIONS, BY ACADEMIC PREPARATION AND BY FACULTY RANK, 1965-66 AND 1967-68



NEA Research Division

TABLE 9.--MINIMUM AND MAXIMUM SALARIES PROVIDED IN STATE SALARY POLICIES APPLYING TO STATE-SUPPORTED 2-YEAR COLLEGES, 1967-68

State	Academic preparation level or faculty rank							
	Bachelor's degree		Master's degree		6 years		Doctor's degree	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
1	2	3	4	5	6	7	8	9
Alabama	...	...	$6,930	$ 7,370	$ 7,480	$ 7,920	$ 8,910	$ 9,350
Hawaii	$6,240	$ 9,600	6,756	10,380	7,896	12,144	8,532	13,128
Minnesota	...	...	5,700	6,500	6,300	7,100	...	...
North Carolina	5,400	6,777	6,300	9,054	...	...	7,803	10,557
High	...	...	6,930	10,380	7,896	12,144	8,910	13,128
Low	...	...	5,700	6,500	6,300	7,100	7,803	9,350

	Instructor		Assistant professor		Associate professor		Professor	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
	2	3	4	5	6	7	8	9
Connecticut	$8,520	$10,440	$9,580	$11,860	$11,640	$14,280	$13,560	$16,920
Massachusetts	6,448	8,226	7,490	9,565	8,663	11,034	10,337	13,208
Rhode Island	7,000	9,000	8,000	13,000	10,000	15,000	...	...
Vermont	6,000	8,000	7,000	10,000	8,000	12,000	9,000	15,000
Virginia	6,200	8,680	7,750	10,230	9,300	11,780	10,850	13,330
High	8,520	10,440	9,580	13,000	11,640	15,000	13,560	16,920
Median	6,448	8,680	7,750	10,230	9,300	12,000	10,593	14,165
Low	6,000	8,000	7,000	9,565	8,000	11,034	9,000	13,208

TABLE 10. -- SCHEDULED MINIMUM AND MAXIMUM SALARIES IN NON-PUBLIC 2-YEAR COLLEGES BASING THE SALARY SCHEDULE ON ACADEMIC PREPARATION, 1967-68

LEVEL OF PREPARATION	NUMBER OF INSTITUTIONS	SCHEDULED SALARIES					
		LOW	FIRST QUARTILE	MEDIAN	MEAN	THIRD QUARTILE	HIGH
1	2	3	4	5	6	7	8
				MINIMUM SALARIES			
BACHELOR'S DEGREE	13	4,000	4,433	5,100	5,097	5,700	6,000
MASTER'S DEGREE	21	4,665	5,175	6,000	5,778	6,300	6,800
SIX YEARS	15	4,865	5,250	6,400	6,197	6,800	7,600
DOCTOR'S DEGREE	18	4,965	6,050	7,000	6,996	8,000	8,500
				MAXIMUM SALARIES			
BACHELOR'S DEGREE	13	4,600	5,247	6,800	6,507	7,800	8,200
MASTER'S DEGREE	21	5,350	6,400	8,000	7,667	8,800	11,000
SIX YEARS	15	5,620	6,700	7,424	8,207	9,420	13,000
DOCTOR'S DEGREE	17	6,052	7,440	9,700	9,208	10,100	12,350

TABLE 11. -- SCHEDULED MINIMUM AND MAXIMUM SALARIES IN NON-PUBLIC 2-YEAR COLLEGES BASING THE SALARY SCHEDULE ON FACULTY RANK, 1967-68

FACULTY RANK	NUMBER OF INSTITUTIONS	SCHEDULED SALARIES					
		LOW	FIRST QUARTILE	MEDIAN	MEAN	THIRD QUARTILE	HIGH
1	2	3	4	5	6	7	8
				MINIMUM SALARIES			
INSTRUCTOR	17	4,500	5,250	5,900	5,818	6,350	7,000
ASSISTANT PROFESSOR	17	6,000	6,150	6,800	6,815	7,250	8,000
ASSOCIATE PROFESSOR	17	6,750	7,000	7,800	7,856	8,500	10,000
PROFESSOR	15	7,300	8,000	8,600	9,039	10,000	12,000
				MAXIMUM SALARIES			
INSTRUCTOR	17	6,400	7,108	7,500	7,889	9,000	9,500
ASSISTANT PROFESSOR	17	7,400	8,350	9,000	9,380	11,000	11,500
ASSOCIATE PROFESSOR	16	8,325	9,440	10,225	10,872	12,875	14,000
PROFESSOR	14	9,075	10,375	12,925	12,768	15,000	17,000

SALARY INCREMENTS

The median numbers of salary increments in schedules based on academic preparation, Table 12, range from 10 to 13. For the total group of public 2-year institutions the medians are 10 for the bachelor's degree, 11 for the master's degree, and 12 at the 6-year and doctor's degree levels. The medians in nonpublic institutions are 10 at each level.

The median amount of increment in the total group of public institutions is $300 at the bachelor's degree level, $306 at the master's, $333 at the 6-year, and $313 at the doctor's. The medians in nonpublic institutions range from $100 to $163 and are about two-fifths of the median amounts in small public institutions at each level except the doctorate where the median amount is about three-fifths of the median in small public institutions.

The increment structure in 2-year institution schedules based on faculty rank is summarized in Table 13. The median number of increments in the public institutions as a whole is six for the rank of instructor and seven for each of the higher ranks. The median of nine salary increments scheduled for each rank in nonpublic institutions is larger than in public institutions.

The median amounts of increments in the total group of public institutions grow from $310 for instructors, to $350 for assistant professors, to $400 for associate professors, to $489 for professors. The median amount in nonpublic institutions is approximately equal to that of public institutions for the rank of instructor but is smaller at the higher ranks.

The relationship between the number of increments and the difference between minimum and maximum salaries was investigated for the master's degree in institutions structuring their salary schedules by academic preparation. The master's degree level was selected for this review since it is most widely used to stratify salaries by academic preparation and is likely to involve a significant portion of the faculty.

Table 14 shows, for example, that among the 39 salary schedules which provide 11 increments, the total amount involved in these increments ranges from $1,500 to $4,500 or more. Also, among the 49 salary schedules having a difference of $3,500 to $3,999 between minimum and maximum scheduled salaries the total number of increments ranges from fewer than 10 to more than 15, with almost half of these schedules using either 10 or 11 increments.

In Table 15 the weight of differences in the level of scheduled salaries is reduced by expressing the difference between minimum and maximum salaries as a percentage of the minimum scheduled salary. For example, in nine institutions having nine or fewer salary increments, the difference between minimum and maximum is less than 10 percent of the minimum scheduled salary for the master's degree. The most widely used combinations provide a general indication of the increment structure in these public 2 year institutions. The schedules having nine or fewer increments tend to provide salary growth amounting to 30 to 49 percent of the minimum scheduled salary over all increments; those having 10 increments, 40 to 49 percent; those having 11 increments, 50 to 59 percent; and those having 14 increments, 80 to 89 percent.

Some of the variation among institutions in salary ranges and numbers of increments may reflect differences in the salary schedule structure and in the level of the minimum scheduled salaries; e.g., about a third of the schedules provide one or more salary strata between the master's degree and the 6-year level of preparation.

Owing to the relatively small number of public 2-year colleges which structure their salary schedules on professorial rank, and the small total number of salary schedules from nonpublic institutions, a similar review of their increment structure was not attempted.

TABLE 12. -- MEAN AND MEDIAN ANNUAL SALARY INCREMENTS IN PUBLIC AND NONPUBLIC 2-YEAR COLLEGES WITH SALARY SCHEDULES BASED ON ACADEMIC PREPARATION, 1967-68

ACADEMIC PREPARATION	PUBLIC INSTITUTIONS ENROLLMENT			TOTAL	NON PUBLIC INSTITUTIONS
	UNDER 1,000	1,000-1,999	2,000 OR MORE		
1	2	3	4	5	6
BACHELOR'S DEGREE					
NUMBER OF INCREMENTS					
MEAN	10	11	10	10	10
MEDIAN	10	11	10	10	10
AMOUNT OF INCREMENT					
MEAN	240	274	344	283	121
MEDIAN	250	296	354	300	100
MASTER'S DEGREE					
NUMBER OF INCREMENTS					
MEAN	11	11	11	11	11
MEDIAN	11	11	11	11	10
AMOUNT OF INCREMENT					
MEAN	264	288	347	295	145
MEDIAN	276	308	360	306	120
SIX YEARS OF PREPARATION					
NUMBER OF INCREMENTS					
MEAN	13	12	12	12	11
MEDIAN	13	12	12	12	10
AMOUNT OF INCREMENT					
MEAN	273	303	355	307	149
MEDIAN	270	318	360	333	120
DOCTOR'S DEGREE					
NUMBER OF INCREMENTS					
MEAN	12	12	12	12	12
MEDIAN	12	12	12	12	10
AMOUNT OF INCREMENT					
MEAN	254	323	358	310	175
MEDIAN	253	350	360	313	163

TABLE 13. -- MEAN AND MEDIAN ANNUAL SALARY INCREMENTS IN PUBLIC AND NONPUBLIC 2-YEAR COLLEGES WITH SALARY SCHEDULES BASED ON FACULTY RANK, 1967-68

FACULTY RANK	PUBLIC INSTITUTIONS ENROLLMENT			TOTAL	NON PUBLIC INSTITUTIONS
	UNDER 1,000	1,000-1,999	2,000 OR MORE		
1	2	3	4	5	6
INSTRUCTOR					
NUMBER OF INCREMENTS					
MEAN	6	8	8	7	10
MEDIAN	6	6	9	6	9
AMOUNT OF INCREMENT					
MEAN	304	302	325	312	307
MEDIAN	300	296	341	310	275
ASSISTANT PROFESSOR					
NUMBER OF INCREMENTS					
MEAN	7	8	9	8	9
MEDIAN	6	6	9	7	9
AMOUNT OF INCREMENT					
MEAN	360	370	366	364	289
MEDIAN	363	346	350	350	275
ASSOCIATE PROFESSOR					
NUMBER OF INCREMENTS					
MEAN	7	8	9	8	9
MEDIAN	6	6	9	7	9
AMOUNT OF INCREMENT					
MEAN	421	417	417	418	253
MEDIAN	413	395	393	400	275
PROFESSOR					
NUMBER OF INCREMENTS					
MEAN	7	8	10	8	10
MEDIAN	6	6	9	7	9
AMOUNT OF INCREMENT					
MEAN	504	489	464	485	217
MEDIAN	500	478	423	489	232

TABLE 14. -- DISTRIBUTION OF INCREMENTS SCHEDULED FOR FACULTY WITH THE MASTER'S DEGREE IN PUBLIC 2-YEAR COLLEGES BASING THE SALARY SCHEDULE ON ACADEMIC PREPARATION, BY NUMBER AND AMOUNT OF INCREMENTS, 1967-68

DIFFERENCE BETWEEN MINIMUM AND MAXIMUM SCHEDULED SALARY	NUMBER OF INCREMENTS								TOTAL
	LESS THAN 10	10	11	12	13	14	15	MORE THAN 15	
1	2	3	4	5	6	7	8	9	10
LESS THAN 1,500	18	3	...	1	...	1	...	...	23
1,500 - 1,999	2	2	2	...	...	...	2	1	9
2,000 - 2,499	11	3	...	1	1	...	2	3	21
2,500 - 2,999	14	1	8	1	1	...	...	...	25
3,000 - 3,499	4	8	3	2	3	3	4	1	28
3,500 - 3,999	6	14	10	7	2	5	2	3	49
4,000 - 4,499	3	5	10	3	6	1	4	...	32
4,500 OR MORE	...	1	6	2	2	16	3	3	33
TOTAL	58	37	39	17	15	26	17	11	220

TABLE 15. -- DISTRIBUTION OF PUBLIC 2-YEAR COLLEGES BY NUMBER OF INCREMENTS AND BY DIFFERENCE BETWEEN MINIMUM AND MAXIMUM SCHEDULED SALARIES AS A PERCENTAGE OF MINIMUM SCHEDULED SALARY FOR THE MASTER'S DEGREE IN COLLEGES BASING SALARY SCHEDULE ON ACADEMIC PREPARATION, 1967-68

DIFFERENCE BETWEEN MINIMUM AND MAXIMUM SALARIES AS PERCENTAGE OF MINIMUM SALARIES	NUMBER OF INCREMENTS								TOTAL
	9 OR FEWER	10	11	12	13	14	15	16 OR MORE	
1	2	3	4	5	6	7	8	9	10
LESS THAN 10	9	...	...	...	...	...	...	...	9
10 - 19	8	2	...	1	...	...	...	...	11
20 - 29	2	3	1	...	...	1	2	2	11
30 - 39	12	3	3	1	1	...	2	1	23
40 - 49	19	19	6	4	2	1	2	1	54
50 - 59	5	8	18	7	6	7	4	4	59
60 - 69	3	2	9	3	5	2	4	2	30
70 - 79	...	...	2	1	...	1	3	1	8
80 - 89	...	...	...	...	1	14	...	...	15
TOTAL	58	37	39	17	15	26	17	11	220

PLACEMENT AND ADVANCEMENT IN SALARY

A salary schedule cannot provide complete information without describing the policies which establish the initial placement on the schedule of persons entering or transferring to the institution, and the academic qualifications and requirements for progress in the salary schedule. Four major provisions reviewed in this report provide this information.

Credit for Previous Experience, Public Institutions

Salaries for persons new to teaching are suggested by the minimum salaries scheduled for each level of academic preparation. The policies governing credit for previous experience are reviewed in the schedules of 100 of the 221 public 2-year institutions basing their salary schedules on academic preparation. Table 16 shows the number of salary schedules by the number of years of credit allowed for prior experience. A salary schedule may specify several different numbers of years of credit allowed for different levels of prior teaching experience and/or specify the number of years of both full and partial credit allowed for one or more levels of experience, making the total number of such specifications (138) greater than the number of institutions which allow credit for previous experience.

In some schedules, policies are given for both teaching and nonteaching experience; the latter occur infrequently and are omitted from this tabulation. However, where credit is provided in the schedules for "previous experience" without defining whether teaching or nonteaching experience is meant, it is tabulated as teaching experience. Most references to teaching experience do not differentiate among the several levels of teaching. Eighteen schedules contain references to intial placement for college teaching experience, 21 for public school, and one for private school.

The maximum initial placement allowed is one year of credit for each year of prior experience, occurring nearly three times as frequently as the one-year-for-two-years placement.

Table 17 is a tabulation of institutions by the combinations of levels of experience for which the schedules provide credit. Most often schedules do not specify the level of previous experience; ranking second is separate provision for placement of those whose experience has been at college level and/or in the public schools.

Requirement of Academic Credit for Salary Increments, Public Institutions

Sixteen of the 221 public 2-year colleges having salary schedules based on academic preparation require the earning of additional hours of academic credit for regular increments. The median number of credit hours required and the median number of years allowed in which to obtain them are listed below by level of academic preparation.

Level of academic preparation	Median number of credit hours	Median number of years allowed for earning of additional credit hours	Number of salary schedules
Bachelor's degree ..	6	5	12
Master's degree ...	6	5	15
Master's plus 1 year	6	4.5	12
Doctor's degree	5.5	4.5	10

Where the levels of academic preparation to which the requirement applied were not identified in the salary schedule, it was assumed that the requirement applied to each level of academic preparation.

Minimum Qualification for Appointment and Promotion

Sixty of the 100 salary schedules of public 2-year institutions based on faculty rank prescribe the minimum academic qualifications for appointment and promotion to one or more of the faculty ranks; 45 also specify the minimum number of years' experience necessary. Seven of the 17 nonpublic 2-year institution schedules specify the necessary minimum academic qualifications and experience. In addition, 11 public institution schedules and five nonpublic institution schedules imply these minimum requirements since they prescribe several salary strata for each rank according to the level of academic preparation, although they do not specify the minimum academic requirements.

Table 18 shows the number of public 2-year institutions listing each combination of academic preparation and number of years of experience

as minimum requirements for appointment or promotion to one or more ranks, by faculty rank. The most frequently identified requirements for each rank and the number of salary schedules in which they are identified are as follows:

Rank	Minimum requirements	Number of schedules
Instructor ...	Master's degree; experience not specified	28
Assistant professor	Master's degree; 4 years of experience	18
	Master's degree; experience not specified	9
Associate professor	Master's degree plus one year; experience not specified	9
	Master's degree; 8 years of experience	6
Professor ...	Doctor's degree; 10 years of experience	10
	Doctor's degree; experience not specified	8

Salary Stratification Within Ranks, Public Institutions

Eleven of the 100 salary schedules in public institutions based on faculty rank specify two or more salary ranges within the ranks based on the level of academic preparation or the degree held. Some of these schedules provide only one level of preparation and salary range for one or more ranks, usually professors or instructors.

The most frequently cited level of preparation at each rank is the doctor's degree; second most frequently cited at all but the top rank is the master's degree.

Below are the levels of academic preparation used to stratify scheduled salaries within faculty ranks and the numbers of the 11 public 2-year colleges using them.

Preparation level	Number of institutions scheduling salaries within ranks by preparation level			
	Instructor	Assistant professor	Associate professor	Professor
Doctorate	7	9	10	9
Master's plus 2 years	1	2	2	2
Master's plus 1 year	2	5	4	4
Without doctorate	4	4	4	4
Master's	5	7	6	4
Bachelor's	4	5	4	2

TABLE 16. -- NUMBER OF PUBLIC 2-YEAR COLLEGES BY YEARS OF CREDIT FOR PRIOR TEACHING EXPERIENCE, 100 SALARY SCHEDULES BASED ON ACADEMIC PREPARATION

MAXIMUM YEAR OF CREDIT FOR PRIOR EXPERIENCE	PRIOR EXPERIENCE BELOW COLLEGE LEVEL						LEVEL NOT SPECIFIED	
	COLLEGE LEVEL		PUBLIC SCHOOLS		PRIVATE SCHOOLS			
	FULL CREDIT	PARTIAL	FULL CREDIT	PARTIAL CREDIT	FULL CREDIT	PARTIAL CREDIT	FULL CREDIT	PARTIAL CREDIT
1	2	3	4	5	6	7	8	9
3	...	...	...	...	...	...	10	2
4	...	...	...	...	...	...	3	...
5	6	...	2	...	...	...	17	1
6	...	...	...	...	...	...	14	3
7	...	...	2	...	...	...	6	...
8	...	...	...	1	...	...	11	4
9	1	...	1	1	1	...	...	...
10	4	...	3	6	...	...	11	2
11	...	...	...	...	...	...	...	7
14	...	1	...	...	...	...	...	...
16	...	...	...	...	...	...	1	...
UNLIMITED	3	3	...	5	...	...	2	2
UNSPECIFIED	...	...	...	...	...	...	1	1
TOTAL	14	4	8	13	1	...	76	22

TABLE 17. -- TYPES OF PRIOR EXPERIENCE CREDITED BY SALARY SCHEDULE PROVISION
PUBLIC 2-YEAR COLLEGES USING ACADEMIC PREPARATION, BY SIZE OF INSTITUTION

LEVEL OF PRIOR EXPERIENCE CREDITED	NUMBER OF INSTITUTIONS, BY ENROLLMENT			
	UNDER 1,000	1,000-1,999	2,000 AND UNDER	TOTAL
1	2	3	4	5
COLLEGE ONLY	...	...	1	1
COLLEGE AND BELOW COLLEGE(PUBLIC ONLY)	6	4	4	14
BELOW COLLEGE (PUBLIC ONLY)	2	2	2	6
BELOW COLLEGE (PUBLIC AND PRIVATE)	...	...	1	1
TEACHING LEVEL NOT SPECIFIED	28	18	32	78
TOTAL	36	24	40	100

TABLE 18.--MINIMUM EDUCATION AND EXPERIENCE REQUIREMENTS FOR APPOINTMENT OR PROMOTION TO EACH FACULTY RANK IN 60 PUBLIC 2-YEAR COLLEGES WITH SALARY SCHEDULES BASED ON FACULTY RANK, 1967-68

Rank and preparation level	Number of institutions															Total salary schedules
	Not specified	Minimum number of years' experience required														
		1	2	3	4	5	6	7	8	9	10	12	13	14	15	18	
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
Instructor																	
MA + 2 yrs.	1																1
MA + 1/2 yr.	2																2
MA	28		3														31
BA	19	1	1	1													22
Assistant Professor																	
MA + 1 yr.	2		1	1	3												7
MA + 1/2 or 1/3 yrs	1		2	1	2												6
MA	9	1	1	5	18	5					1				1		41
BA + 1 yr.					1												1
BA + 1/2 yr.							1										1
BA											1						1
Associate Professor																	
Doctorate	5			1		3	1										10
MA + 2 yrs.					1		1		1								3
MA + 1-1/2 yrs.					1												1
MA + 1 yr.	9		1	1		2	5	1	3	1							23
MA + 1/2 yr.	1						1		1		2				1		6
MA						2	5	1	6	1	2						17
Professor																	
Doctorate	8			2				1	6	1	9	1	1				29
MA + 2 yrs.	1								2	3		3			1		10
MA + 1-1/2 yrs.	4										2	1					7
MA + 1 yr.	2								1		2	1				1	7
MA											1			1			2

SALARIES SCHEDULED FOR FACULTY IN 2-YEAR INSTITUTIONS, 1967-68

PART A. -- SALARIES SCHEDULED FOR FACULTY IN 2-YEAR INSTITUTIONS, BY ACADEMIC PREPARATION, 1967-68

STATE AND INSTITUTION BY CONTROL	BACHELORS			MASTERS			SIX YEARS			DOCTORS		
(* PUBLIC INSTITUTION)	MINIMUM	MAXIMUM	INCR.	MINIMUM	MAXIMUM	INCR.	MINIMUM	MAXIMUM	INCR.	MINIMUM	MAXIMUM	INCR.
ALABAMA												
*ALEXANDER CITY ST. JR. COLL.	...	...	..	6,930	7,370	2	7,480	7,920	2	8,910	9,350	2
*GADSDEN STATE JUNIOR COLLEGE	...	...	..	6,930	7,370	2	7,480	7,920	2	8,910	9,350	2
*GEORGE C. WALLACE ST.JR.COLL	...	...	..	6,930	7,370	2	7,480	7,920	2	8,910	9,350	2
*JOHN C. CALHOUN ST. JR. COLL	...	...	..	6,930	7,370	2	7,480	7,920	2	8,910	9,350	2
*NORTHEAST ALA. ST. JR. COLL.	...	...	..	6,930	7,370	2	7,480	7,920	2	8,910	9,350	2
*NORTHWEST ALABAMA ST JR COLL	...	...	..	6,930	7,370	2	7,480	7,920	2	8,910	9,350	2
*PATRICK HENRY ST. JR. COLL.	...	...	..	6,930	7,370	2	7,480	7,920	2	8,910	9,350	2
ALASKA												
. . . . .												
ARIZONA												
*MARICOPA COUNTY COMM. COLL.-[a]												
GLENDALE COMM. COLLEGE	6,104	8,492	6	6,502	10,880	11	7,126	11,504	11	7,352	12,128	12
MESA COMM. COLLEGE	6,104	8,492	6	6,502	10,880	11	7,126	11,504	11	7,352	12,128	12
PHOENIX COLLEGE	6,104	8,492	6	6,502	10,880	11	7,126	11,504	11	7,352	12,128	12
ARKANSAS												
*PHILLIPS COUNTY COMM. COLL.	4,500	6,000	10	5,500	7,000	10	...	...	..	6,500	8,000	10
CALIFORNIA												
*ALLAN HANCOCK COLLEGE	6,700	9,940	9	7,250	11,930	13	8,350	13,030	13	8,850	13,530	13
*ANTELOPE VALLEY JUNIOR COLL.	6,500	9,650	9	7,260	10,760	10	8,020	12,220	12	8,900	13,450	13
*BARSTOW COLLEGE[b]	6,500	10,900	11	7,000	11,400	11	8,000	12,400	11	9,800	14,200	11
*CABRILLO COLLEGE	7,036	9,993	7	7,318	11,542	10	7,881	12,527	11	8,921	13,568	11
*CERRITOS COLLEGE	6,700	10,400	10	7,070	10,770	10	7,810	12,260	12	9,050	13,900	13
*CHABOT COLLEGE	7,280	11,024	9	8,216	13,728	14	8,528	14,144	14	8,840	14,560	..
*CITRUS JUNIOR COLLEGE	6,600	10,200	9	7,200	11,600	11	7,800	12,600	12	9,000	13,800	12
*COALINGA COLLEGE	7,130	10,739	12	7,731	11,341	12	8,333	11,943	12	10,138	13,748	12
*COLLEGE OF SAN MATEO	6,840	12,120	11	8,280	13,560	11	8,760	14,040	11	9,720	15,000	11
*COLLEGE OF THE DESERT	6,980	8,659	5	7,508	10,574	8	8,082	12,386	10	8,703	13,967	11
*COLLEGE OF THE SISKIYOUS	5,900	6,580	2	6,740	10,480	7	7,090	11,170	11	7,840	12,260	13
*COMPTON COLLEGE	6,910	10,815	11	7,500	11,405	11	8,680	12,585	11	9,270	13,175	11
*CONTRA COSTA J.C.D.-												
CONTRA COSTA COLLEGE	7,075	10,275	8	7,675	11,675	10	8,275	13,075	12	8,875	13,675	12
DIABLO VALLEY COLL.	7,075	10,275	8	7,675	11,675	10	8,275	13,075	12	8,875	13,675	12
*CUESTA COLLEGE	6,837	10,059	8	7,240	11,268	10	8,045	12,879	12	8,851	13,685	12
*EL CAMINO COLLEGE	7,200	11,250	9	7,400	11,900	10	7,850	12,800	11	8,750	14,150	12
*FOOTHILL JR. COLLEGE DIST. -												
DE ANZA COLLEGE	7,460	12,810	18	7,970	13,330	18	8,590	13,950	18	9,620	14,970	18
FOOTHILL COLLEGE	7,460	12,810	18	7,970	13,330	18	8,590	13,950	18	9,620	14,970	18
*FRESNO CITY COLLEGE	6,907	11,031	11	7,400	11,900	12	7,775	12,650	13	8,525	13,400	13
*GROSSMONT COLLEGE	...	...	..	7,415	11,749	13	8,640	12,973	13	9,752	14,086	13
*IMPERIAL VALLEY COLLEGE	5,900	8,330	9	6,700	9,400	10	8,300	11,540	12	9,900	13,140	12
*KERN JOINT JR. COLL. DIST.-[c]												
BAKERSFIELD COLLEGE	7,031	10,684	13	8,015	12,188	13	8,578	13,037	13	9,914	15,062	13
PORTERVILLE COLLEGE	7,031	10,684	13	8,015	12,188	13	8,578	13,037	13	9,914	15,062	13
*LASSEN COLLEGE	5,800	7,000	3	6,400	8,400	5	7,000	10,600	7	7,500	11,100	9
*LONG BEACH CITY COLLEGE[b]	6,871	11,011	12	7,279	11,764	13	7,687	12,517	14	8,603	13,778	15
*LOS ANGELES CITY J.C.D. -[d]												
EAST LOS ANGELES COLLEGE	6,920	10,570	10	7,390	11,040	10	7,750	11,400	10	9,250	12,900	10
LOS ANGELES CITY COLLEGE	6,920	10,570	10	7,390	11,040	10	7,750	11,400	10	9,250	12,900	10
LOS ANGELES HARBOR COLL.	6,920	10,570	10	7,390	11,040	10	7,750	11,400	10	9,250	12,900	10
LOS ANGELES PIERCE COLL.	6,920	10,570	10	7,390	11,040	10	7,750	11,400	10	9,250	12,900	10
LOS ANGELES S.W. COLLEGE	6,920	10,570	10	7,390	11,040	10	7,750	11,400	10	9,250	12,900	10
LOS ANGELES VALLEY COLL.	6,920	10,570	10	7,390	11,040	10	7,750	11,400	10	9,250	12,900	10
L.A. TRADE-TECH. COLLEGE	6,920	10,570	10	7,390	11,040	10	7,750	11,400	10	9,250	12,900	10
*LOS RIOS J. COLL. DIST.-												
AMERICAN RIVER COLLEGE	6,804	8,952	7	7,560	11,190	10	8,316	12,310	10	9,981	14,870	11
SACRAMENTO CITY COLLEGE	6,804	8,952	7	7,560	11,190	10	8,316	12,310	10	9,981	14,870	11
*MERCED COLLEGE	6,367	8,913	8	7,323	10,505	10	7,959	11,779	12	8,913	13,053	13
*MODESTO JUNIOR COLLEGE[e]	...	...	..	7,250	10,010	8	8,750	13,580	14	9,450	14,280	14
*MONTEREY PENINSULA COLLEGE[f]	7,222	11,308	11	8,544	12,490	11	9,094	13,043	11	9,860	13,847	11
*MOUNT SAN ANTONIO COLLEGE	7,260	10,140	6	7,870	11,710	8	8,480	13,280	10	9,090	14,850	12
*MT. SAN JACINTO COLLEGE	...	...	..	7,300	10,550	13	8,300	11,550	13	9,800	13,050	13
*N ORANGE CTY J. COLL. DIST.-												
CYPRESS JUNIOR COLLEGE	6,370	9,170	8	7,420	11,270	11	8,120	12,670	13	9,320	13,870	13
FULLERTON JUNIOR COLLEGE	6,370	9,170	8	7,420	11,270	11	8,120	12,670	13	9,320	13,870	13
*OHLONE COLLEGE	7,500	10,700	8	8,000	12,400	11	...	...	..	9,000	15,000	15
*ORANGE COAST J. COLL. DIST.-[c]												
GOLDEN WEST COLLEGE	7,100	10,340	9	7,700	11,660	11	8,900	13,220	12	9,500	14,180	13
ORANGE COAST COLLEGE	7,100	10,340	9	7,700	11,660	11	8,900	13,220	12	9,500	14,180	13
*PALOMAR COLLEGE	6,625	10,352	9	7,040	12,008	12	7,454	12,422	12	8,262	13,250	12
*PERALTA J. COLL. DIST. -												
LANEY COLLEGE	...	...	..	6,951	10,821	9	7,989	12,291	10	9,030	13,761	11
MERRITT COLLEGE	...	...	..	6,951	10,821	9	7,989	12,291	10	9,030	13,761	11
*RIO HONDO JUNIOR COLLEGE[g]	6,000	10,000	10	6,800	11,200	11	7,200	12,000	12	8,000	13,200	13
*RIVERSIDE CITY COLLEGE	6,735	9,643	8	7,604	11,518	10	8,052	12,665	11	8,723	14,265	12
*SANTA ANA COLLEGE	6,200	8,510	7	7,400	11,360	12	8,200	12,630	13	9,400	14,050	14
*SANTA BARBARA CITY COLLEGE	6,600	9,950	10	7,400	11,085	11	8,200	12,555	13	9,200	13,290	14
*SANTA MONICA CITY COLLEGE	6,130	8,938	9	7,378	11,122	12	8,210	12,266	13	9,497	13,553	13
*SANTA ROSA JUNIOR COLLEGE	6,800	10,400	9	7,450	12,400	11	8,450	13,400	11	8,950	13,900	11

PART A. -- SALARIES SCHEDULED FOR FACULTY IN 2-YEAR INSTITUTIONS, BY ACADEMIC PREPARATION, 1967-68 (CONTINUED)

STATE AND INSTITUTION BY CONTROL (* PUBLIC INSTITUTION)	BACHELORS			MASTERS			SIX YEARS			DOCTORS		
	MINIMUM	MAXIMUM	INCR.	MINIMUM	MAXIMUM	INCR.	MINIMUM	MAXIMUM	INCR.	MINIMUM	MAXIMUM	INCR.
CALIFORNIA(CONTINUED)												
*SAN BERNARDINO VALLEY COLL.	6,900	10,956	12	7,690	11,746	12	8,480	12,536	12	10,165	14,221	12
*SAN JOAQUIN DELTA COLLEGE	6,689	9,825	8	7,799	12,111	11	8,169	12,873	12	8,909	14,397	14
*SAN JOSE CITY COLLEGE	7,075	9,175	6	8,000	11,600	10	8,950	13,020	11	9,925	13,995	11
*SHASTA COLLEGE	7,090	10,990	10	7,480	11,770	11	7,870	12,160	11	8,775	13,455	12
*SIERRA COLLEGE	...	...	..	7,950	11,450	10	8,950	13,150	11	9,700	13,900	12
*SOLANO COLLEGE	6,600	8,980	7	7,100	10,500	10	7,600	11,680	12	8,600	13,020	13
*SOUTHWESTERN COLLEGE	6,600	9,900	10	7,260	10,560	10	7,920	11,880	12	8,910	13,200	13
*TAFT COLLEGE	7,350	11,970	11	7,770	12,390	11	8,610	13,230	11	9,450	14,070	11
*VENTURA COLLEGE	6,835	10,937	12	7,519	11,620	12	8,203	12,304	12	9,570	13,671	12
*WEST VALLEY COLLEGE	7,250	9,135	5	7,975	12,615	11	8,845	13,485	11	9,570	14,210	11
*YUBA COLLEGE	6,743	11,746	14	7,181	12,185	14	7,620	12,623	14	8,496	13,500	14
COLORADO												
*LAMAR JUNIOR COLLEGE	5,800	7,000	..	6,000	8,200	..	6,100	8,300	..	...	...	..
*OTERO JUNIOR COLLEGE h/	5,800	8,200	8	6,100	9,350	10	6,700	10,200	10	7,200	11,400	12
*RANGELY COLLEGE i/	6,200	7,450	5	6,600	9,900	11	6,800	10,400	12	7,200	11,100	13
CONNECTICUT												
. . . . .												
DELAWARE												
. . . . .												
DISTRICT OF COLUMBIA												
. . . . .												
FLORIDA												
*BREVARD JUNIOR COLLEGE	7,300	8,800	10	7,900	9,600	10	8,100	9,800	10	8,900	10,900	10
*CENTRAL FLORIDA JUNIOR COLL.	5,300	8,300	30	5,800	8,800	30	6,200	9,200	30	6,600	9,600	30
*CHIPOLA JUNIOR COLLEGE j/	5,028	6,972	7	6,420	8,364	7	6,744	8,688	7	7,488	9,432	7
*DAYTONA BEACH JUNIOR COLLEGE k/	4,800	7,371	12	5,486	8,057	12	5,914	8,486	12	6,429	9,000	12
*EDISON JUNIOR COLLEGE	...	...	..	6,400	10,730	15	6,720	11,194	15	7,360	12,122	15
*JR. COLL. OF BROWARD COUNTY	6,570	10,293	12	7,220	11,121	12	7,520	11,889	12	8,020	12,389	12
*LAKE CITY JUNIOR COLLEGE	5,624	7,616	20	6,168	8,380	15	6,716	9,256	12	7,152	10,240	10
*LAKE-SUMTER JUNIOR COLLEGE j/	5,500	7,700	11	6,700	9,300	11	7,200	9,800	11	7,700	10,300	11
*MANATEE JUNIOR COLLEGE j/	6,200	9,200	9	7,400	10,200	9	8,100	10,900	9	8,100	11,600	9
*OKALOOSA - WALTON JR. COLL. l/	4,850	7,500	11	5,350	8,275	11	5,650	8,575	11	6,310	10,210	11
*POLK JUNIOR COLLEGE	5,800	8,025	10	6,200	8,425	10	6,700	8,925	10	7,700	9,925	10
*SEMINOLE JUNIOR COLLEGE j/	6,000	8,675	15	6,900	9,950	15	7,300	10,350	15	7,900	11,700	15
*ST. JOHNS RIVER JUNIOR COLL.	6,000	7,875	15	6,850	9,100	15	...	...	..	7,850	10,850	15
*ST. PETERSBURG JUNIOR COLL.	6,000	9,600	12	6,600	10,200	12	6,900	10,500	12	7,500	11,100	12
*VALENCIA JUNIOR COLLEGE	6,000	8,700	15	6,720	10,320	15	7,320	10,920	15	7,920	11,520	15
GEORGIA												
GORDON MILITARY COLLEGE	5,400	6,800	14	6,800	8,200	14	7,600	9,000	14	8,000	9,400	14
REINHARDT COLLEGE	...	...	..	6,000	8,000	10	7,000	9,000	10	8,000	10,000	10
YOUNG HARRIS COLLEGE	...	...	..	6,000	6,624	10	6,800	7,424	10	8,500	9,124	10
HAWAII												
*UNIV OF HAWAII C C SYSTEM KANAI COMM COLLEGE	6,240	9,600	11	6,756	10,380	11	7,896	12,144	11	8,532	13,128	11
IDAHO												
. . . . .												
ILLINOIS												
CENTRAL Y.M.C.A. COMM. COLL.	5,800	7,600	9	6,100	9,300	14	6,500	9,700	14	7,000	10,200	14
*ELGIN COMMUNITY COLLEGE	...	...	..	6,600	9,768	12	7,392	12,038	16	8,382	14,850	20
*HIGHLAND COMMUNITY COLLEGE i/	6,072	8,832	10	6,900	9,384	9	8,142	12,268	13	8,970	14,145	15
*KASKASKIA COLLEGE m/	6,720	8,680	7	7,280	9,520	7	8,120	11,760	13	9,240	14,840	20
*LAKELAND COLLEGE	6,000	7,800	10	6,500	8,804	12	6,825	9,555	14	7,311	10,429	16
LINCOLN COLLEGE	...	...	..	5,700	8,850	9	6,400	10,950	13	7,450	12,350	14
*MORTON JUNIOR COLLEGE	6,000	9,950	15	6,650	11,600	15	7,150	12,250	15	7,750	13,000	15
*OLNEY COMMUNITY COLLEGE	...	...	..	6,200	8,494	8	6,820	10,540	15	7,750	11,470	15
*PRAIRIE STATE COLLEGE c/	6,000	10,000	11	7,000	12,000	15	7,800	14,000	15	9,000	17,000	15
*REND LAKE COLLEGE n/	6,000	7,025	9	6,400	8,200	15	6,800	9,200	21	7,200	9,600	21
SPRINGFIELD JUNIOR COLLEGE	5,600	7,400	9	6,500	8,750	9	6,650	9,000	9	7,000	9,700	9
*TRITON COLLEGE	...	...	..	7,000	11,550	11	7,700	13,475	13	9,100	16,835	15
*WABASH VALLEY COLLEGE o/	5,600	7,112	9	6,000	8,184	13	6,336	8,856	15	...	...	..
*WAUBONSEE COMM. COLLEGE	...	...	..	6,850	10,000	9	7,550	12,100	13	8,650	14,600	17
INDIANA												
. . . . .												

PART A. -- SALARIES SCHEDULED FOR FACULTY IN 2-YEAR INSTITUTIONS, BY ACADEMIC PREPARATION, 1967-68 (CONTINUED)

STATE AND INSTITUTION BY CONTROL (* PUBLIC INSTITUTION)	BACHELORS			MASTERS			SIX YEARS			DOCTORS		
	MINIMUM	MAXIMUM	INCR.	MINIMUM	MAXIMUM	INCR.	MINIMUM	MAXIMUM	INCR.	MINIMUM	MAXIMUM	INCR.
IOWA												
*HAWKEYE INST. OF TECHNOLOGY	7,380	10,904	8	8,136	12,015	8	...	...	..	...	...	..
*IOWA CTRL COMM COLL (AREA V)	5,915	9,401	17	6,500	10,331	17	6,890	10,952	17	...	...	..
*IOWA WESTERN C C (AREA XIII)	...	...	..	6,500	9,750	15	7,020	10,790	15	...	...	..
*MARSHALLTOWN & ELLSWORTH C C	5,900	8,232	11	6,500	9,948	14	7,064	11,056	14	...	...	..
*S/EASTERN IA C C (AREA XVI)	...	...	..	6,600	11,088	13	7,260	12,540	15	...	...	..
KANSAS												
*ALLEN COUNTY COMM. JR. COLL.	5,100	6,600	5	6,000	8,100	8	6,600	9,900	11	...	...	..
*BUTLER COUNTY COMM. JR. COLL	6,143	6,772	2	6,825	11,116	10	7,475	12,175	10	7,849	12,779	10
*COLBY COMM. JUNIOR COLLEGE	5,500	6,685	4	6,000	8,349	7	6,600	11,283	11	...	...	..
*COWLEY CNTY. COMM. JR. COLL.	5,400	6,975	9	6,000	7,925	11	6,400	8,675	13	6,900	10,675	16
*DODGE CITY COMM. JR. COLL.	5,443	6,615	4	6,000	9,308	9	6,615	11,881	12	...	...	..
*HIGHLAND COMM. JR. COLL.	3,800	5,000	10	4,300	5,200	8	...	...	..	...	...	..
*INDEPENDENCE COMM. JR. COLL.	5,600	7,616	9	5,768	8,008	9	6,272	9,632	13	...	...	..
*KANSAS CITY, KANSAS C. J. C.	5,800	6,250	3	6,400	10,243	12	6,800	11,743	12	7,200	13,408	12
*LABETTE COMM. JR. COLL.	5,400	6,020	2	6,000	8,450	7	6,600	9,910	9	...	...	..
MILTONVALE WESLEYAN COLLEGE	4,400	5,050	10	4,700	5,350	10	5,025	5,675	10	6,100	6,750	10
*NEOSHO COUNTY COMM. JR.COLL.	5,800	7,000	6	6,300	8,300	10	6,800	10,050	13	...	...	..
KENTUCKY												
*PADUCAH JUNIOR COLLEGE	...	...	..	6,300	6,700	3	6,700	7,100	3	7,300	7,700	3
SOUTHEASTERN CHRISTIAN COLL.	...	...	..	5,500	6,000	10	...	...	..	...	...	..
LOUISIANA												
. . . . .												
MAINE												
. . . . .												
MARYLAND												
*MONTGOMERY JUNIOR COLLEGE	5,880	10,466	13	6,586	11,936	13	7,056	12,407	13	7,644	13,759	13
MASSACHUSETTS[g/]												
. . . . .												
MICHIGAN												
*ALPENA COMMUNITY COLLEGE	6,100	8,174	7	6,588	10,065	11	6,893	10,736	12	...	...	..
*FLINT COMM. JUNIOR COLLEGE	6,260	9,785	12	6,754	10,566	12	7,288	11,414	12	7,571	11,860	12
*GLEN OAKS COMM. COLLEGE	5,915	8,547	9	6,500	9,717	11	6,792	10,887	14	7,377	12,935	19
*GRAND RAPIDS JUNIOR COLLEGE	5,618	8,628	13	6,042	9,052	13	6,342	9,352	13	6,842	9,852	13
*HIGHLAND PARK COLLEGE	6,500	10,400	14	6,950	11,200	14	7,400	11,700	14	7,850	12,400	14
*JACKSON COMM. COLLEGF	6,256	9,928	9	6,800	11,084	9	7,072	11,968	9	8,144	13,652	9
*MONROE COUNTY COMM. COLL.	6,000	8,100	7	6,500	9,200	9	7,250	10,750	10	8,750	14,150	12
*MUSKEGON COUNTY COMM. COLL.	6,400	9,792	11	7,040	11,328	12	7,360	11,840	12	7,872	12,608	12
*SOUTHWESTERN MICHIGAN COLL.	6,300	8,940	11	6,600	9,240	11	7,080	10,200	13	7,380	10,740	14
*ST. CLAIR COUNTY COMM. COLL.	6,050	9,015	10	6,534	9,862	10	7,079	10,406	10	7,684	11,193	10
MINNESOTA												
*ANOKA - RAMSEY ST. JR. COLL.	5,300	9,434	13	6,100	11,224	14	6,800	12,920	15	...	...	..
*BRAINERD ST. JR. COLL.	5,300	9,434	13	6,100	11,224	14	6,800	12,920	15	...	...	..
*FERGUS FALLS ST. JR. COLL.	5,300	9,434	13	6,100	11,224	14	6,800	12,920	15	...	...	..
*HIBBING ST. JR. COLLEGE	5,300	9,434	13	6,100	11,224	14	6,800	12,920	15	...	...	..
*ITASCA ST. JR. COLLEGE	5,300	9,434	13	6,100	11,224	14	6,800	12,920	15	...	...	..
*LAKEWOOD ST. JR. COLLEGE	5,300	9,434	13	6,100	11,224	14	6,800	12,920	15	...	...	..
*MESABI ST. JR. COLL.	5,300	9,434	13	6,100	11,224	14	6,800	12,920	15	...	...	..
*METROPOLITAN ST. JR. COLL.	5,300	9,434	13	6,100	11,224	14	6,800	12,920	15	...	...	..
*NORTHLAND ST. JR. COLL.	5,300	9,434	13	6,100	11,224	14	6,800	12,920	15	...	...	..
*NORTH HENNEPIN ST. JR. COLL.	5,300	9,434	13	6,100	11,224	14	6,800	12,920	15	...	...	..
*RAINY RIVER ST. JR. COLL.	5,300	9,434	13	6,100	11,224	14	6,800	12,920	15	...	...	..
*VERMILLION ST. JR. COLL.	5,300	9,434	13	6,100	11,224	14	6,800	12,920	15	...	...	..
*WILLMAR ST. JR. COLL.	5,300	9,434	13	6,100	11,224	14	6,800	12,920	15	...	...	..
*WORTHINGTON ST. JR. COLL.	5,300	9,434	13	6,100	11,224	14	6,800	12,920	15	...	...	..
MISSISSIPPI												
*EAST CENTRAL JUNIOR COLLEGE[b/]	5,400	6,244	12	5,700	6,544	12	5,950	6,794	12	...	...	..
*HINDS JUNIOR COLLEGE[p/]	...	...	..	5,700	6,500	8	6,300	7,100	8	...	...	..
*MISS GULF COAST J. COLL. D.-												
JACKSON COUNTY COLLEGE	...	...	..	5,650	6,380	5	6,670	7,400	7	8,415	9,430	7
PERKINSTON COLLEGE	...	...	..	5,650	6,380	5	6,670	7,400	7	8,415	9,430	7
*NORTHWEST MISSISSIPPI JR C.[p/]	...	...	..	5,400	5,900	5	5,700	6,200	5	6,300	6,800	5
*N.E. MISSISSIPPI JR. COLL.[i/]	4,650	5,250	10	5,700	6,300	10	5,940	6,540	10	8,350	8,950	10
MISSOURI												
*CROWDER COLLEGE	...	...	..	5,800	8,550	11	6,100	9,100	12	6,650	10,500	15
*METROP. JR COLL. KANSAS CITY[h/]	...	...	..	6,600	10,164	9	8,184	12,540	11	8,976	13,728	12
ST MARY'S COLL. OF O'FALLON	5,000	6,000	5	6,630	8,200	8	...	...	..	...	...	..

PART A. -- SALARIES SCHEDULED FOR FACULTY IN 2-YEAR INSTITUTIONS, BY ACADEMIC PREPARATION, 1967-68 (CONTINUED)

STATE AND INSTITUTION BY CONTROL (* PUBLIC INSTITUTION)	BACHELORS MINIMUM	BACHELORS MAXIMUM	BACHELORS INCR.	MASTERS MINIMUM	MASTERS MAXIMUM	MASTERS INCR.	SIX YEARS MINIMUM	SIX YEARS MAXIMUM	SIX YEARS INCR.	DOCTORS MINIMUM	DOCTORS MAXIMUM	DOCTORS INCR.
MISSOURI(CONTINUED)												
*THREE RIVERS JUNIOR COLLEGE	5,300	8,100	7	6,700	10,700	8	7,500	12,000	9	...	...	..
MONTANA												
*DAWSON COLLEGE	5,350	7,330	10	6,100	10,120	15	...	...	..	...	...	..
*MILES COMMUNITY COLLEGE	5,350	7,757	10	6,152	10,245	15	6,420	10,673	15	...	...	..
NEBRASKA												
*MCCOOK COLLEGE	...	...	..	6,250	9,000	11	6,650	9,400	11	7,250	10,000	11
*SCOTTS BLUFF COLLEGE	5,800	6,900	4	6,500	8,600	7	6,900	9,900	10	7,300	10,600	10
NEVADA												
. . . . .												
NEW HAMPSHIRE												
. . . . .												
NEW JERSEY												
. . . . .												
NEW MEXICO												
. . . . .												
NEW YORK												
. . . . .												
NORTH CAROLINA												
*FORSYTH TECHNICAL INSTITUTE	5,400	6,777	9	6,300	9,054	9	...	...	..	7,803	10,557	9
*ISOTHERMAL COMM. COLL	5,400	6,777	9	6,300	9,054	9	...	...	..	7,803	10,557	9
*LENOIR COUNTY COMM. COLL.	5,400	6,777	9	6,300	9,054	9	...	...	..	7,803	10,557	9
*PITT TECHNICAL INSTITUTE	5,400	6,777	9	6,300	9,054	9	...	...	..	7,803	10,557	9
*RANDOLPH TECHNICAL INSTITUTE	5,400	6,777	9	6,300	9,054	9	...	...	..	7,803	10,557	9
*SOUTHEASTERN COMM. COLL.	5,400	6,777	9	6,300	9,054	9	...	...	..	7,803	10,557	9
*WAYNE TECHNICAL INSTITUTE	5,400	6,777	9	6,300	9,054	9	...	...	..	7,803	10,557	9
*WESTERN PIEDMONT COMM. COLL.	5,400	6,777	9	6,300	9,054	9	...	...	..	7,803	10,557	9
NORTH DAKOTA												
*BISMARCK JUNIOR COLLEGE[9/]	...	...	..	5,940	8,910	11	6,480	9,450	11	7,020	9,990	11
OHIO												
*LAKELAND COMM. COLLEGE	6,000	9,500	14	6,800	12,000	15	7,100	12,300	15	7,800	13,000	15
OKLAHOMA												
. . . . .												
OREGON												
*CENTRAL OREGON COMM. COLL.	5,400	9,525	15	6,480	10,605	15	6,800	10,925	15	7,830	11,955	15
*CLATSOP COMMUNITY COLLEGE	5,720	8,468	10	6,692	9,906	10	6,960	10,302	10	7,829	11,589	10
*MOUNT HOOD COMM. COLLEGE	...	...	..	5,500	7,750	9	6,900	9,825	9	8,400	12,000	9
*PORTLAND COMM. COLLEGE	6,200	8,450	9	6,900	10,050	9	8,400	12,000	9	...	...	..
*SALEM TECH. VOC. COMM. COLL.	5,700	8,520	14	6,156	9,660	14	6,498	10,320	15	...	...	..
PENNSYLVANIA												
KEYSTONE JUNIOR COLLEGE	6,000	8,200	..	6,500	11,000	..	7,500	13,000	..	8,500	...	..
MOUNT ALOYSIUS JUNIOR COLL.	5,200	7,000	..	6,000	8,000	..	...	...	..	8,000	10,000	..
RHODE ISLAND												
. . . . .												
SOUTH CAROLINA												
. . . . .												
SOUTH DAKOTA												
. . . . .												
TENNESSEE												
. . . . .												

PART A. -- SALARIES SCHEDULED FOR FACULTY IN 2-YEAR INSTITUTIONS, BY ACADEMIC PREPARATION, 1967-68 (CONTINUED)

STATE AND INSTITUTION BY CONTROL (* PUBLIC INSTITUTION)	BACHELORS MINIMUM	BACHELORS MAXIMUM	BACHELORS INCR.	MASTERS MINIMUM	MASTERS MAXIMUM	MASTERS INCR.	SIX YEARS MINIMUM	SIX YEARS MAXIMUM	SIX YEARS INCR.	DOCTORS MINIMUM	DOCTORS MAXIMUM	DOCTORS INCR.
TEXAS												
CHRISTOPHER COLLEGE	...	...	..	5,150	6,850	17	5,250	7,400	17	5,600	9,000	17
*CLARENDON JUNIOR COLLEGE	5,900	6,900	10	6,400	7,900	15	6,600	8,100	15	6,900	8,400	15
*COOKE COUNTY JR. COLL.	...	...	..	6,200	7,600	14	6,600	8,300	17	7,400	9,700	23
*DALLAS COUNTY J.C.D.p/	6,600	7,900	7	7,300	9,800	11	7,900	11,000	12	9,200	13,000	14
*GALVESTON COMM. COLLEGEs/	6,000	7,200	4	6,800	8,400	4	7,600	9,500	4	9,500	10,700	4
*GRAYSON COUNTY COLLEGEh/	...	...	..	6,500	7,750	10	7,250	8,600	10	8,000	9,500	10
*HOWARD COUNTY JR. COLL.	6,300	7,800	15	6,800	9,000	22	7,100	9,300	22	7,800	10,000	22
*LAREDO JUNIOR COLLEGE	5,950	6,250	3	7,250	8,790	20	7,750	10,000	20	8,750	11,000	20
*LEE COLLEGE	6,410	7,937	4	6,634	11,477	17	6,934	11,777	17	8,737	12,277	15
*MCLENNON COMM. COLLEGE	...	...	..	6,500	7,330	9	7,400	9,800	14	8,600	11,800	16
*ODESSA COLLEGEc/	...	...	..	6,800	9,200	8	7,400	9,800	8	9,200	12,800	9
*PARIS JUNIOR COLLEGEr/	4,500	5,500	10	6,000	7,250	10	6,500	7,750	10	7,000	8,350	10
*SOUTHWEST TEXAS JR. COLL.	...	...	..	7,000	9,000	20	7,500	9,500	20	8,500	11,000	20
SOUTH TEXAS JUNIOR COLLEGEt/	...	...	..	6,000	8,700	..	6,360	9,420	..	6,720	9,780	..
*TEXARKANA COLLEGEc/p/	5,380	7,780	20	5,880	8,280	20	6,380	8,780	20	6,880	9,280	20
*WHARTON COUNTY JUNIOR COLL.	...	...	..	6,000	6,800	4	6,900	9,300	12	8,100	10,500	7
UTAH												
. . . . .												
VERMONT												
. . . . .												
VIRGINIA												
BLUEFIELD COLLEGE	...	...	..	6,000	7,080	9	6,200	7,280	9	6,600	7,680	9
WASHINGTON												
*BIG BEND COMMUNITY COLLEGE	5,639	7,844	10	6,962	10,269	15	7,623	11,592	18	8,285	12,915	21
*CENTRALIA COLLEGE	5,980	8,710	12	6,500	9,685	14	6,890	10,530	16	8,190	12,285	18
*COLUMBIA BASIN COLLEGEb/	6,550	10,200	15	6,750	10,500	15	7,450	11,200	15	8,500	12,250	15
*EVERETT COMM. COLLEGE	...	...	..	6,800	10,570	13	7,140	10,910	13	8,740	12,510	13
*GRAYS HARBOR COLLEGE	6,072	7,260	6	6,600	9,504	11	6,996	10,428	13	7,788	11,946	14
*GREEN RIVER COMM. COLLEGEu/	...	...	..	7,095	11,022	14	7,491	11,649	14	9,009	13,398	14
*HIGHLINE COLLEGE	6,400	8,320	9	6,800	9,810	10	...	...	..	8,350	12,490	10
*PENINSULA COLLEGEv/	6,210	9,010	11	6,720	10,290	14	7,230	11,055	15	8,080	12,160	16
*SEATTLE COMMUNITY COLLEGEw/	...	...	..	6,634	10,084	13	7,430	11,145	14	8,501	12,722	16
*TACOMA COMMUNITY COLLEGEx/	5,360	10,240	11	6,400	10,880	11	7,680	12,160	11	8,320	12,800	11
*WALLA WALLA COMM. COLLEGEy/	5,470	7,570	10	6,130	9,055	13	6,600	10,100	14	7,428	10,928	14
*YAKIMA VALLEY COLL.	5,796	9,108	12	6,900	10,212	12	7,452	10,764	12	8,556	11,868	12
WEST VIRGINIA												
. . . . .												
WISCONSIN												
*MILWAUKEE INST OF TECHNOLOGY	6,140	10,040	13	6,440	10,340	13	6,740	10,640	13	7,640	11,540	13
WYOMING												
*NORTHWEST COMMUNITY COLLEGEc/p/	4,960	5,952	4	6,200	8,640	10	6,696	10,168	14	7,192	10,664	14
*WESTERN WYOMING COMM. COLL.c/	6,700	7,250	2	7,000	10,500	14	7,300	11,500	14	8,000	12,900	14

a/ Six-year salaries are for master's, plus adjustment for 36 hours beyond the master's.

b/ Bachelor's salaries are for less than the master's.

c/ Faculty ranks are used, but salary is dependent upon level of preparation.

d/ Master's salaries are for B.A. plus 42 semester hours, plus $100 for M.A.; six-year salaries are for B.A. plus 56 semester hours, plus $100 for M.A.; doctor's salaries are for B.A. plus 98 semester hours, plus $500 for doctorate.

e/ Master's salaries are for B.A. plus 36 hours and M.A.; six-year salaries are for B.A. plus 72 hours and M.A.

f/ After 11th increment, increments are possible every third year.

g/ Bachelor's salaries are for less than B.A. plus 30 hours.

h/ Six-year salaries are for master's plus 40 hours.

i/ Six-year salaries are for master's plus 36 hours.

j/ Minimum salaries are the minimums scheduled on an "Annual Contract." Maximum salaries are the maximums scheduled on a "continuing contract" plus 10 years; increments are those scheduled on a "continuing contract."

k/ Scheduled salaries are for 9-month contract. "An estimated $110-$140 is added...as a share of the State Racing Commission Fund."

l/ Increments are those scheduled on a "continuing contract."

m/ Bachelor's salaries are for less than master's; six-year salaries are for master's plus 32 hours.

n/ Six-year salaries are for master's plus 48 hours.

o/ Master's salaries are for bachelor's plus 32 hours; six-year salaries are for bachelor's plus 64 hours.

p/ Six-year salaries are for master's plus 24 semester hours.

q/ Six-year salaries are master's plus 32 semester hours.

r/ Two strata of salaries are provided within each preparation level, one $300 higher than the other.

s/ In addition to regular increments two merit increments may be earned at each preparation level.

t/ Two salary ranges in each preparation level; placement in each is decided annually.

u/ Master's salaries are for 225 quarter hours plus $495 for M.A.; six-year salaries are for 270 quarter hours plus $495 for M.A.; doctor's salaries are for 330 quarter hours plus $1,485 for doctorate.

v/ Bachelor's salaries are for M.A. minus 45 quarter hours.

w/ Doctor's salaries are for M.A. plus 60 hours plus $250 for doctorate.

x/ Bachelor's salaries are for M.A. less 10% of base; doctor's salaries are for six years plus 10% of base.

y/ Master's salaries are for 5 years plus $300 for master's; six-year salaries are for six years plus $300 for master's; doctor's salaries are for 7 years plus $700 for doctorate.

PART B. -- SALARIES SCHEDULED FOR FACULTY IN 2-YEAR INSTITUTIONS, BY FACULTY RANK, 1967-68

STATE AND INSTITUTION BY CONTROL (* PUBLIC INSTITUTION)	INSTRUCTOR			ASSISTANT PROFESSOR			ASSOCIATE PROFESSOR			PROFESSOR		
	MINIMUM	MAXIMUM	INCR.	MINIMUM	MAXIMUM	INCR.	MINIMUM	MAXIMUM	INCR.	MINIMUM	MAXIMUM	INCR.
ALABAMA												
• • • • •												
ALASKA												
• • • • •												
ARIZONA												
• • • • •												
ARKANSAS												
• • • • •												
CALIFORNIA												
*CHAFFEY COLLEGE	•••	•••	••	6,900	12,500	12	7,400	13,000	12	7,900	13,500	12
COLORADO												
*COLORADO MOUNTAIN COLLEGE[a]	6,000	9,300	9	6,500	10,500	9	7,200	•••	9	8,300	•••	9
CONNECTICUT												
*MANCHESTER COMMUNITY COLLEGE	8,520	10,440	6	9,580	11,860	6	11,640	14,280	6	13,560	16,920	6
DELAWARE												
WESLEY COLLEGE	5,000	7,900	••	6,000	8,900	••	7,000	10,400	••	8,000	12,000	••
DISTRICT OF COLUMBIA												
• • • • •												
FLORIDA												
*FLORIDA JUNIOR COLLEGE	5,100	7,000	••	5,500	8,100	••	6,300	9,000	••	7,700	10,300	••
*FLORIDA KEYS JUNIOR COLLEGE	5,450	6,450	4	6,150	7,350	5	6,700	8,050	6	7,950	9,000	6
*INDIAN RIVER JUNIOR COLLEGE	6,500	8,450	15	6,955	9,880	15	8,190	11,115	15	9,750	12,675	15
*MIAMI-DADE JUNIOR COLLEGE	6,400	8,250	9	7,000	9,300	9	8,000	10,550	8	9,350	11,900	7
*NORTH FLORIDA JUNIOR COLLEGE	6,400	8,100	15	6,600	8,300	15	7,000	8,600	15	8,000	10,200	15
*PENSACOLA JUNIOR COLLEGE[b]	5,375	10,816	17	5,700	11,142	17	6,227	11,768	17	6,762	12,204	17
GEORGIA												
*KENNESAW JUNIOR COLLEGE	6,050	8,250	••	7,700	9,900	••	8,250	10,450	••	9,350	11,550	••
HAWAII												
• • • • •												
IDAHO												
• • • • •												
ILLINOIS												
*CHICAGO CITY COLLEGE -												
AMUNDSEN - MAYFAIR	7,250	11,000	11	9,250	13,100	11	10,650	14,900	11	12,050	16,700	11
BOGAN BRANCH	7,250	11,000	11	9,250	13,100	11	10,650	14,900	11	12,050	16,700	11
CRANE BRANCH	7,250	11,000	11	9,250	13,100	11	10,650	14,900	11	12,050	16,700	11
FENGER BRANCH	7,250	11,000	11	9,250	13,100	11	10,650	14,900	11	12,050	16,700	11
LOOP BRANCH	7,250	11,000	11	9,250	13,100	11	10,650	14,900	11	12,050	16,700	11
SOUTHEAST BRANCH	7,250	11,000	11	9,250	13,100	11	10,650	14,900	11	12,050	16,700	11
WILSON BRANCH	7,250	11,000	11	9,250	13,100	11	10,650	14,900	11	12,050	16,700	11
WRIGHT BRANCH	7,250	11,000	11	9,250	13,100	11	10,650	14,900	11	12,050	16,700	11
*ILLINOIS CENTRAL COLLEGE[c]	7,000	10,150	9	8,050	11,900	11	9,100	15,050	16	10,150	16,800	19
*SAUK VALLEY COLLEGE	6,500	8,000	6	7,600	10,000	8	8,700	12,200	10	9,800	15,000	13
INDIANA												
• • • • •												
IOWA												
• • • • •												
KANSAS												
• • • • •												
KENTUCKY												
• • • • •												

PART B. -- SALARIES SCHEDULED FOR FACULTY IN 2-YEAR INSTITUTIONS, BY FACULTY RANK, 1967-68 (CONTINUED)

STATE AND INSTITUTION BY CONTROL (* PUBLIC INSTITUTION)	INSTRUCTOR			ASSISTANT PROFESSOR			ASSOCIATE PROFESSOR			PROFESSOR		
	MINIMUM	MAXIMUM	INCR.	MINIMUM	MAXIMUM	INCR.	MINIMUM	MAXIMUM	INCR.	MINIMUM	MAXIMUM	INCR.
LOUISIANA												
• • • • •												
MAINE												
• • • • •												
MARYLAND												
*ALLEGANY COMM. COLLEGE	6,300	8,400	6	7,400	10,200	6	9,000	13,000	7	10,600	16,000	8
*CATONSVILLE COMM. COLLEGE	6,500	8,900	8	7,700	10,900	8	9,000	13,000	8	10,700	15,500	8
*COMM. COLLEGE OF BALTIMORE	6,000	8,100	7	7,000	9,800	7	8,500	12,500	8	10,500	15,400	8
*ESSEX COMMUNITY COLLEGE	6,500	8,900	8	7,700	10,900	8	9,000	13,000	8	10,700	15,500	8
*HAGERSTOWN COMM. COLLEGE	6,000	8,400	8	8,000	11,200	8	8,500	11,900	8	10,000	14,000	8
*HARFORD JUNIOR COLLEGE	6,200	8,300	6	7,500	9,900	6	9,500	12,200	6	11,800	14,300	5
MOUNT PROVIDENCE JUNIOR COLL	5,000	6,800	..	6,000	8,400	..	7,000	10,000	..	...	...	..
MASSACHUSETTS												
*BRISTOL COMM. COLLEGE	6,448	8,226	6	9,490	9,565	6	8,663	11,034	6	10,337	13,208	6
*CAPE COD COMM. COLLEGE	6,448	8,226	6	7,490	9,565	6	8,663	11,034	6	10,337	13,208	6
DEAN JUNIOR COLLEGE	5,500	7,500	..	6,500	9,000	..	7,500	10,000	..	9,500	14,000	..
*GREENFIELD COMM. COLLEGE	6,448	8,226	6	7,490	9,565	6	8,663	11,034	6	10,337	13,208	6
*HOLYOKE COMM. COLLEGE	6,448	8,226	6	7,490	9,565	6	8,663	11,034	6	10,337	13,208	6
LEICESTER JUNIOR COLLEGE	6,000	7,500	5	6,800	8,500	4	7,800	9,500	4	8,500	10,500	7
*MASSACHUSETTS BAY COMM. C.	6,448	8,226	6	7,490	9,565	6	8,663	11,034	6	10,337	13,208	6
*MASSASOIT COMM. COLLEGE	6,448	8,226	6	7,490	9,565	6	8,663	11,034	6	10,337	13,208	6
*NEWTON JUNIOR COLLEGE	6,450	9,450	10	7,850	11,350	14	9,450	12,825	17	11,150	14,750	21
*NORTHERN ESSEX COMM. COLL.	6,448	8,226	6	7,490	9,565	6	8,663	11,034	6	10,337	13,208	6
*NORTH SHORE COMM. COLLEGE	6,448	8,226	6	7,490	9,565	6	8,663	11,034	6	10,337	13,208	6
*SPRINGFIELD TECHNICAL INST.	6,448	8,226	6	7,490	9,565	6	8,663	11,034	6	10,337	13,208	6
MICHIGAN												
*OAKLAND COMMUNITY COLLEGE	6,500	8,750	6	8,000	10,700	6	9,500	12,650	6	11,500	15,250	6
MINNESOTA												
ST. MARY'S JUNIOR COLLEGE	6,000	7,500	7	7,000	9,500	7	8,000	11,500	7	9,000	13,000	7
MISSISSIPPI												
• • • • •												
MISSOURI												
*MISSOURI WESTERN JR. COLL.	6,500	7,250	5	7,400	9,350	13	8,350	10,000	11	...	...	..
MONTANA												
• • • • •												
NEBRASKA												
• • • • •												
NEVADA												
• • • • •												
NEW HAMPSHIRE												
*NEW HAMPSHIRE TECH. INST.	5,980	7,558	4	6,600	8,300	4	7,220	9,052	4	8,280	10,280	4
NEW JERSEY												
*ATLANTIC COMMUNITY COLLEGE[d/]	6,684	8,688	6	7,737	10,059	6	9,405	12,225	6	11,431	14,863	6
*MIDDLESEX COUNTY COLLEGE	6,500	9,500	..	7,600	10,800	..	9,000	12,500	..	11,000	14,500	..
UNION COLLEGE	6,400	8,400	..	8,000	11,500	..	9,000	13,200	..	11,000	17,000	..
NEW MEXICO												
• • • • •												
NEW YORK												
*BROOME TECHNICAL COMM. COLL.	6,560	8,535	5	7,280	10,400	5	8,840	11,490	5	9,680	14,950	5
CAZENOVIA COLLEGE	5,000	9,000	..	7,000	11,000	..	8,000	13,000	..	9,000	15,000	..
*C U N Y -												
BOROUGH OF MANHATTAN C C	8,350	10,750	7	9,600	13,270	7	11,620	16,130	7	13,930	19,280	8
N.Y. CITY COMM COLLEGE	8,350	10,750	7	9,600	13,270	7	11,620	16,130	7	13,930	19,280	8
QUEENSBOROUGH COMM COLL	8,350	10,750	7	9,600	13,270	7	11,620	16,130	7	13,930	19,280	8
*DUTCHESS COMM. COLLEGE	6,800	8,800	4	8,500	10,900	4	9,900	12,300	4	11,000	14,000	4
*ERIE COUNTY TECHNICAL INST.	6,740	8,660	..	8,000	10,300	..	8,690	11,190	..	11,050	14,210	..
*FASHION INST. OF TECHNOLOGY	8,550	10,200	3	10,200	13,500	6	13,500	16,800	6	16,250	18,950	5
*FULTON MONTGOMERY COMM COLL.	6,550	9,000	8	7,700	11,000	8	9,000	13,000	8	11,400	15,000	6
*HUDSON VALLEY COMM. COLL.	6,370	9,520	7	7,420	11,590	7	8,270	12,710	7	9,210	13,910	7

PART B. -- SALARIES SCHEDULED FOR FACULTY IN 2-YEAR INSTITUTIONS, BY FACULTY RANK, 1967-68 (CONTINUED)

STATE AND INSTITUTION BY CONTROL (* PUBLIC INSTITUTION)	INSTRUCTOR			ASSISTANT PROFESSOR			ASSOCIATE PROFESSOR			PROFESSOR		
	MINIMUM	MAXIMUM	INCR.	MINIMUM	MAXIMUM	INCR.	MINIMUM	MAXIMUM	INCR.	MINIMUM	MAXIMUM	INCR.
NEW YORK(CONTINUED)												
*JAMESTOWN COMM. COLLEGE	6,000	8,000	..	7,000	9,000	..	8,000	10,500	..	9,500	12,500	..
*JEFFERSON COMMUNITY COLLEGE	6,513	8,744	5	7,666	10,301	5	9,131	12,347	5	10,814	14,430	5
*MONROE COMMUNITY COLLEGE	6,900	8,900	5	8,200	10,900	6	9,525	12,675	6	11,750	15,650	6
*NASSAU COMMUNITY COLLEGE	8,266	10,709	7	9,300	13,300	11	10,900	16,500	11	12,700	18,900	11
*ROCKLAND COMM. COLLEGE	5,500	9,300	9	7,000	10,900	8	8,000	12,500	7	9,500	14,100	6
*SUNY AG/TECH COLL FARMINGDALE	6,370	9,750	..	7,420	15,000	..	8,270	18,000	..	9,210	25,000	..
VILLA MARIA COLL. OF BUFFALO	7,000	9,000	..	7,500	11,000	..	10,000	14,000	..	12,000	16,000	..
NORTH CAROLINA												
. . . . .												
NORTH DAKOTA												
. . . . .												
OHIO												
*LORAIN COUNTY COMM. COLL.	6,500	8,000	6	7,250	9,350	7	8,450	11,250	7	...	...	..
*SINCLAIR COMMUNITY COLLEGE	6,500	9,300	..	8,100	10,500	..	8,800	11,700	..	10,000	13,800	..
*UNIVERSITY COMM & TECH COLL.	6,500	7,500	..	7,500	9,500	..	9,500	10,500	..	13,000	15,000	..
OKLAHOMA												
BACONE COLLEGE	6,000	6,600	..	6,800	7,400	..	7,500	...	..	...	...	..
OREGON												
*LANE COMMUNITY COLLEGE	5,500	7,750	9	6,900	9,825	9	8,400	12,000	9	...	...	..
*SOUTHWESTERN OREG. COMM COLL	5,500	7,500	8	6,900	9,825	9	8,400	12,000	9	15,950	22,475	9
*UMPQUA COMMUNITY COLLEGE	5,775	7,275	6	7,250	9,200	6	8,825	11,225	6	11,225	14,225	6
PENNSYLVANIA												
*BUTLER COUNTY COMM. COLL.	6,200	7,500	..	7,300	9,000	..	8,600	11,000	..	11,000	14,000	..
*LEHIGH COUNTY COMM. COLL.[e]	7,000	9,500	6	8,000	11,500	6	9,500	13,500	6	11,000	15,000	6
*MONTGOMERY COUNTY COMM COLL.	6,048	10,368	..	8,064	12,368	..	10,368	14,400	..	12,096	16,416	..
*NORTHAMPTON CNTY. AREA C. C.	7,000	8,600	4	8,000	11,000	6	9,500	13,000	7	11,000	15,000	7
ROBERT MORRIS JR. COLL.	6,500	9,000	..	8,000	11,000	..	9,000	13,000	..	10,000	...	..
RHODE ISLAND												
*RHODE ISLAND JUNIOR COLLEGE	7,000	9,000	..	8,000	13,000	..	10,000	15,000	..	...	...	..
SOUTH CAROLINA												
. . . . .												
SOUTH DAKOTA												
. . . . .												
TENNESSEE												
. . . . .												
TEXAS												
CONCORDIA LUTHERAN COLLEGE	4,500	7,140	..	6,000	8,880	..	7,880	9,420	..	8,280	9,780	..
*DEL MAR COLLEGE	7,100	9,600	..	7,600	10,500	..	8,100	11,300	..	8,600	12,100	..
LUBBOCK CHRISTIAN COLLEGE	5,500	7,075	15	6,000	7,575	15	6,750	8,325	15	7,500	9,075	15
*SAN ANTONIO COLLEGE[f]	5,200	9,500	5	5,600	10,500	7	6,400	11,300	7	8,100	13,600	7
*TARRANT COUNTY JUNIOR COLL.[g]	6,400	9,100	..	7,000	10,000	..	7,600	10,900	..	8,200	12,000	..
UTAH												
. . . . .												
VERMONT												
*VERMONT TECHNICAL COLLEGE	6,000	8,000	..	7,000	10,000	..	8,000	12,000	..	9,000	15,000	..
VIRGINIA												
FERRUM JUNIOR COLLEGE	6,300	9,050	11	6,300	9,550	11	6,800	10,050	11	7,300	10,550	11
*NEW RIVER VOC. TECH. SCHOOL	6,200	8,680	..	7,750	10,230	..	9,300	11,780	..	10,850	13,330	..
WASHINGTON												
*SHORELINE COMM. COLLEGE	6,000	8,000	10	6,800	11,000	16	8,000	15,000	23	9,000	20,000	31
WEST VIRGINIA												
. . . . .												

PART B. -- SALARIES SCHEDULED FOR FACULTY IN 2-YEAR INSTITUTIONS, BY FACULTY RANK, 1967-68

STATE AND INSTITUTION BY CONTROL (* PUBLIC INSTITUTION)	I N S T R U C T O R			ASSISTANT PROFESSOR			ASSOCIATE PROFESSOR			P R O F E S S O R		
	MINIMUM	MAXIMUM	INCR.	MINIMUM	MAXIMUM	INCR.	MINIMUM	MAXIMUM	INCR.	MINIMUM	MAXIMUM	INCR.
WISCONSIN												
• • • • •												
WYOMING												
• • • • •												

a/ Salaries scheduled are for 10 months. Increments are provided to $12,200 for associate professors and to $14,650 for professors.

b/ Minimum salaries are the minimums scheduled on an "annual contract." Maximum salaries are the maximums scheduled on a "continuing contract plus 10 years." Increments are those scheduled on a "continuing contract."

c/ Ranks used are junior instructor, associate instructor, instructor, and senior instructor.

d/ Salaries for instructor are for Assistant Professor II, and those for assistant professor are for Assistant Professor I.

e/ Increment structure provided only to $9,400 for instructor; to $10,710 for assistant professor; to $12,740 for associate professor; and to $14,750 for professor.

f/ Two ranges of increments provided, to allow for merit. Upper range is used.

g/ Increments to "range from $200-$500, depending upon performance."

EXAMPLES OF SALARY SCHEDULES

This section contains copies of six salary schedules, five representing public 2-year colleges and one representing the nonpublic. They are examples of comprehensive salary schedules containing a large proportion of the major provisions reviewed in this report. Information in the original documents not within the scope of this report has been deleted.

These six institutions have granted the NEA Research Division permission to reproduce their salary schedules. They are included for illustrative purposes only; therefore identification has been deleted. The selection of these schedules does not imply endorsement or approval by the National Education Association or the NEA Research Division.

TABLE 19.--MAJOR PROVISIONS OF THE SALARY SCHEDULES IN SIX 2-YEAR INSTITUTIONS

Salary schedule identification	Public colleges					Non-public college
	A	B	C	D	E	F
1	2	3	4	5	6	7
Number of faculty	60	28	41	13	85	71
Basis of salary schedule.	Faculty Rank	Academic Preparation	Academic Preparation	Academic Preparation[1/]	Academic Preparation[1/]	Faculty Rank
Minimum salary	X	X	X	X	X	X
Maximum salary	X	X	X	X	X	X
Increments	X	X	X	X	X	
Allowance of credit for previous experience ...		X	X	X		
Additional hours of credit required for increments		X	X		X	
Qualifications for appointment and promotion	X					X
Salary stratification within ranks by preparation level	X					

1/ Ranks are used, but scheduled salaries are based on preparation.

Salary Schedule A

Salary Schedule of a Public Junior College in the Southeast

[INSTITUTION NAME]

BASE SALARY SCHEDULE - 210 duty days

1967-68

Years Experience	Instructor		Assistant Professor		Associate Professor		Professor	
	Ctf. III	Ctf. II	Ctf. III	Ctf. II	Ctf. II	Ctf. I	Ctf. II	Ctf. I
0	6140	6440	6440	6620	7020	7590	7520	8090
1	6250	6550	6550	6730	7130	7700	7630	8200
2	6360	6660	6660	6840	7240	7810	7740	8310
3	6470	6770	6770	6950	7350	7920	7850	8420
4	6580	6880	6880	7060	7460	8030	7960	8530
5	6690	6990	6990	7170	7570	8140	8070	8640
6	6800	7100	7100	7280	7680	8250	8180	8750
7	6910	7210	7210	7390	7790	8360	8290	8860
8	7020	7320	7320	7500	7900	8470	8400	8970
9	7130	7430	7430	7610	8010	8580	8510	9080
10	7240	7540	7540	7720	8120	8690	8620	9190
11	7350	7650	7650	7830	8230	8800	8730	9300
12	7460	7760	7760	7940	8340	8910	8840	9410
13	7570	7870	7870	8050	8450	9020	8950	9520
14	7680	7980	7980	8160	8560	9130	9060	9630
15	7790	8090	8090	8270	8670	9240	9170	9740
16	7900	8200	8200	8380	8780	9350	9280	9850
17	8010	8310	8310	8490	8890	9460	9390	9960
18	8120	8420	8420	8600	9000	9570	9500	10070

Continuing Contract supplement - $660.00 per year.
Plus-10 supplement - $330.00 per year.

Continuing Contract Status - After three (3) consecutive years of satisfactory employment at [institution name] a certificated employee may be granted continuing contract status. Appointment to continuing contract status is indicative that the person has demonstrated superior qualities and will continue to perform at a high level of efficiency in the future. Among the criteria considered for appointment to a continuing contract, in and above superior teaching effectiveness, shall be included personal qualities which reflect favorably upon the education profession.

Plus-10 Status - All certificated personnel who have completed ten (10) years of service in [State] public schools and/or public junior colleges and who hold a continuing contract in [Name] County shall be accorded Plus-10 status. The ten years experience must be validated.

Certificate III - Professional certificated based on Bachelors degree; Certificate II - Professional certificate based on Masters degree; Certificate I - Professional certificated based on Doctors degree.

Years of validated teaching experience granted to establish salary will be determined by the College staff.

Administrative Staff Ranks - Salary computation for all personnel with staff titles shall be based on the rank of Assistant Professor, either Certificate III or Certificate II schedule, depending upon the certificate held by the individual staff member.

GENERAL CRITERIA FOR ACADEMIC RANK

[INSTITUTION]

April 4, 1967

[Institution] encourages the professional advancement of members of its faculty commensurate with their abilities and the effectiveness of their services to the college.

The status, qualifications and performance of each faculty member are reviewed annually by the appropriate evaluation committee for consideration of possible promotion in rank.

The evaluation committee will base its considerations on the advice of faculty within specific divisions, the Division Chairman, the Academic Dean and the Dean of the College. Recommendations for promotion will then follow the same administrative procedures as for employment.

The following criteria, in addition to acceptable professional training and acceptable personality and character traits, are used in evaluating the qualifications of a member of the faculty for possible advancement in rank:

> Teaching effectiveness, personal attributes, student advising, continued graduate or college-level study, services to the college and community, professional committee work, research and publication.

SCHEDULE OF ACADEMIC RANK

Instructor	Assistant professor	Associate professor	Professor
Master's or Bachelor's	Master's + 15 hrs or Master's w/1 yr Col Tch or equiv expr or Bachelor's w/6 yrs Col Tch or equiv expr & 15 hrs grad crdt	Doctorate or Master's + 30 hrs or Master's w/6 yrs Col Tch or equiv expr & 15 hrs	Doctorate w/1 yr Col Tch or equiv expr or Master's + 45 hrs w/10 yrs Col Tch or equiv expr

The rank of PROFESSOR EMERITUS may be awarded to a faculty member for distinguished service to [Institution] and higher education. The candidate must be retired or semi-retired, age of 65 or above, and has been a full-time faculty member at [Institution] for 10 years.

All part-time faculty will hold the rank of either Instructor or Lecturer, depending upon their degrees and experience.

---------- 0 ----------

Advancement in rank is not automatic, nor may it be considered as guaranteed upon completion of a given term of service. Demonstrated merit is the guiding factor.

EVALUATION CRITERIA

Maximum Score		Earned Score
45	Classroom Teaching	
10	Personal Attributes	
10	Student Advising	
10	Professional Committee Work	
10	Continued Graduate and/or College-Level Study	
5	Service to the College	
5	Service to the Community	
5	Research and Publication	
100	Total	Total

All faculty will be evaluated annually in their respective ranks and positions. Faculty rating AVERAGE (range of 65% to 75%) will not be considered for advancement in rank. Should a faculty member rank BELOW AVERAGE (under 65%), consideration must be made as to the advisability of recommending said faculty member for a lesser rank, or other contractual changes.

---------- 0 ----------

Recommendations for consideration of advancement in rank may be initiated by the Division Chairman, the Dean of Academic Affairs, the Dean of the College, fellow faculty members within the Division, or the respective faculty member.

Before an application is initiated, careful study should be made to determine if at first the candidate meets the academic qualifications.

SALARY SCHEDULE B

Salary Schedule of a Public Junior College in the Midwest

[INSTITUTION NAME AND ADDRESS]

SALARY SCHEDULE FOR TEACHING FACULTY

Years Experience	Master's Degree	Master's +15 hours	Master's +30 hours	Ph.D.
0	$6,600	$6,840	$ 7,080	$ 7,380
1	6,840	7,080	7,320	7,620
2	7,080	7,320	7,560	7,860
3	7,320	7,560	7,800	8,100
4	7,560	7,800	8,040	8,340
5	7,800	8,040	8,280	8,580
6	8,040	8,280	8,520	8,820
7	8,280	8,520	8,760	9,060
8	8,520	8,760	9,000	9,300
9	8,760	9,000	9,240	9,540
10	9,000	9,240	9,480	9,780
11	9,240	9,480	9,720	10,020
12		9,720	9,960	10,260
13			10,200	10,500
14				10,740

Additional Factors:

1) The salary for an instructor with a bachelor's degree is $300 below the master's schedule. A bachelor's degree and three years experience in the technical or vocational field taught shall be equivalent to the master's degree.

2) Hours above the master's must be in the instructor's teaching field or courses from an approved program of study.

3) No more than eight years of outside experience may be allowed.

4) The salary schedule may be adjusted by the Board upon recommendation of the President in order to acknowledge business or other experience, special talent or ability of an individual instructor provided, however, that the total expenditure for faculty salaries is consistent with the current budget.

5) Instructors must present evidence of the completion of six semester hours of graduate credit every three years in order to advance to the next step.

6) The normal teaching load will be no more than 16 equated hours.

7) These salaries are for a 38-week year.

Approved June 28, 1965
Revised March 30, 1966
Revised December 21, 1966

SALARY SCHEDULE C

Salary Schedule of a Public Community-Junior College in a Plains State

[INSTITUTION]

SALARY SCHEDULE

Steps	Bachelor's Degree	Master's Degree	Master's +30	Doctorate
		5%	6%	7%
1	5800.08	6400.08	6800.04	7200.00
2	5950.08	6720.00	7208.04	7704.00
3	6100.08	7056.00	7640.04	8243.04
4	6250.08	7409.04	8098.08	8820.00
5		7779.00	8584.08	9437.04
		4%	5%	6%
6		8090.04	9013.08	10003.08
7		8414.04	9464.04	10603.08
8		8751.08	9937.08	11239.08
9		9104.04	10434.00	11913.00
		3%	3%	3%
10		9374.04	10747.08	12270.00
11		9655.08	11069.04	12638.04
12		9945.00	11401.08	13017.00
13		10243.08	11743.08	13408.08

1. All faculty members holding a Bachelor's Degree only shall not advance past the $6250.08 level until completion of the Master's Degree.

2. All of the 30 hours earned after the granting of the Master's Degree must be graduate credit hours unless undergraduate credit hours are recommended by the President and approved by the Board of Trustees. Also, all hours counted for this purpose must be in the field of teaching or a closely allied field.

3. All five-year programs, such as that in library science, etc., shall be considered to fall in the Master's Degree category. Advancement to the Master's

plus thirty category cannot, however, be achieved without first having received the Master's Degree.

4. New instructors with a Master's Degree and previous teaching experience may be entered on the schedule no higher than Step 5 except with the approval of the Board of Trustees.

5. Advancement on the salary schedule shall be dependent upon acquiring at least six (6) semester hours of credit in each five-year period.

6. The contract period shall be 190 days, with additional working days being compensated for on a pro rata basis.

7. Every faculty member shall be subject to co-curricular duty assignments. Faculty members who choose not to assume such assignments shall have their salaries adjusted accordingly.

8. The normal academic teaching load shall be 14-16 contact hours, with laboratory and physical education hours being considered as one-half of a classroom contact hours.

9. Supplemental compensation for the following shall apply for extra assignments as indicated. (Also, persons employed from outside the regular staff for specific teaching purposes shall be compensated as is applicable.)

ATHLETICS

Head Coach:	Basketball (12% base $6400) - - - - - - -	$768.00
	Track (8% base $6400) - - - - - - - - - -	$512.00
	Golf (4% base $6400) - - - - - - - - - -	$256.00
	Tennis (4% base $6400) - - - - - - - - -	$256.00
	Swimming (4% base $6400) - - - - - - - -	$256.00
Ass't Coach:	Basketball (5% base $6400) - - - - - - -	$320.00
	Track (4% base $6400) - - - - - - - - - -	$256.00
	Golf (2% base $6400) - - - - - - - - - -	$128.00
Intramurals:	Basketball (2% base $6400) - - - - - - -	$128.00

PART TIME ADMINISTRATION

Division Chairman -	$300.00 Annual
Director of Student Activities -	$600.00 Annual
Director of Informational Service -	$300.00 Annual

PART TIME INSTRUCTION

College Level, per semester hour -	$150.00
Adult G E D and Adult Basic, per clock hour instructor - - - - (Not to exceed 92 clock hours per semester.)	$ 6.00 hour
Substitute Instructors, etc. -	$ 20.00 daily

SALARY SCHEDULE D

Salary Schedule of a Public Junior Community-College in Rocky Mountain Region

[INSTITUTION]

SALARY SCHEDULE
1967-68 School Year

Step	B.A.	M.A.	M.A. + 30	M.A. + 60	Dr.
1	$6,700	$ 7,000	$ 7,300	$ 7,600	$ 8,000
2	6,950	7,250	7,600	7,900	8,350
3	7,250	7,500	7,900	8,200	8,700
4		7,750	8,200	8,500	9,050
5		8,000	8,500	8,800	9,400
6		8,250	8,800	9,100	9,750
7		8,500	9,100	9,400	10,100
8		8,750	9,400	9,700	10,450
9		9,000	9,700	10,000	10,800
10		9,250	10,000	10,300	11,150
11		9,500	10,300	10,600	11,500
12		9,750	10,600	10,900	11,850
13		10,000	10,900	11,200	12,200
14		10,250	11,200	11,500	12,550
15		10,500	11,500	11,800	12,900

SALARY SCHEDULE PROVISIONS

1. Only graduate hours received after the Master's degree is attained will be accepted toward Master's plus 30 and 60 (semester hours). These hours must be in one's major or related fields.
2. Credit for previous experience may be allowed on the following basis: (a) one year of credit for every two years of teaching experience below the college level. (b) one year of credit for each year of experience on the college level.
3. The Board of Trustees will evaluate each new staff member's experience and training to determine placement on the salary schedule. The Trustees reserve the right to place instructors on the salary schedule as needed.
4. Advancement on the salary schedule is not automatic. Each instructor will be evaluated and total performance considered by the Board of Trustees for step increases.
5. Outstanding teaching and service may be rewarded at the discretion of the Board of Trustees in the form of a cash bonus.
6. An additional $300 a year will be given to each instructor holding the rank of assistant professor, $500 for associate professor and $900 for professor. Advancement to this rank will be determined by the Board of Trustees. This will be added as the future needs deem it necessary.
7. Any faculty member hired on the bachelor's column must complete his Master's in his teaching field by the starting of his fourth contract.

APPROVED BY BOARD OF TRUSTEES FEBRUARY 9, 1967

SALARY SCHEDULE E

Salary Schedule of a Public Junior College in the Far West

[INSTITUTION]

FACULTY SALARY SCHEDULE
1967-68

	B.A.	M.A.	M.A. & 48	M.A. & 66	Ph.D. or Ed.D.
CLASS:	I	II	III	IV	V
Step					
1	$ 6,910	$ 7,500	$ 8,090	$ 8,680	$ 9,270
2	7,265	7,855	8,445	9,035	9,625
3	7,620	8,210	8,800	9,390	9,980
4	7,975	8,565	9,155	9,745	10,335
5	8,330	8,920	9,510	10,100	10,690
6	8,685	9,275	9,865	10,455	11,045
7	9,040	9,630	10,220	10,810	11,400
8	9,395	9,985	10,575	11,165	11,755
9	9,750	10,340	10,930	11,520	12,110
10	10,105	10,695	11,285	11,875	12,465
11	10,460	11,050	11,640	12,230	12,820
12	10,815	11,405	11,995	12,585	13,175

NOTE: This salary schedule utilizes a base of $6,910, a training differential of approximately 8.5% and a step increment of approximately 5.2%.

CLASS I Bachelor's Degree with General or Special Secondary Credentials
CLASS II Master's Degree
CLASS III Master's Degree with a total of 48 units above the Bachelor's Degree
CLASS IV Master's Degree with a total of 66 units above the Bachelor's Degree
CLASS V Ph.D., or Ed.D. Degree

STANDARD DESIGNATED SUBJECTS (VOCATIONAL CLASS A): A faculty member teaching under a Standard Designated Subjects (Vocational Class A) credential advances to the next Class above that for which regular degrees and certification qualify him, up to and including Class III. For other horizontal advancement, faculty members holding such credentials fulfill requirements as specified.

DEPARTMENT CHAIRMEN: Additional annual compensation of $500 to each faculty member designated as Department Chairman for payment by action of the Board of Trustees.

ACCREDITATION: All units and degrees presented for placement on the salary schedule must be from accredited colleges and universities. All units taken for professional growth both horizontally and vertically must be of upper division or graduate level. Courses offered at the junior college level generally are not acceptable for purposes of schedule movement unless prior administrative approval has been granted. Courses taken at [Institution] are not acceptable for purposes of schedule movement.

PROFESSIONAL GROWTH: Professional growth requirements of at least five units, no less than half of which have been obtained in the area of the individual's teaching speciality, shall be required at five-year intervals throughout service in the [Institution] Junior College District in order to advance to the next higher step on the schedule. For purposes of implementation, units must have been taken within five years prior to the time that this principle takes effect. This principle shall pertain equally to the 25th year professional growth increment.

TWENTY-FIFTH YEAR PROFESSIONAL GROWTH INCREMENT: Those faculty members who have been employed continuously by the [Institution] Junior College District (including the [Institution] High School District while the junior college was a part of that district) for 25 years and who otherwise meet the provisions and intent of this salary schedule shall receive a professional growth increment of three steps in the Class to which they are assigned on the regular salary schedule.

TWENTIETH YEAR PROFESSIONAL GROWTH INCREMENT: Those faculty members who have been employed continuously by the [Institution] Junior College District (including the [Institution] High School District while the junior college was a part of of that district) for 20 years and who otherwise meet the provisions and intent of this salary schedule shall receive a professional growth increment of two steps in the Class to which they are assigned on the regular salary schedule.

INTERPRETATION: The President of the College, or his designate, shall interpret criteria pertaining to this schedule within the limits of Board Policy.

EXCERPTS FROM INSTITUTION BOARD POLICY

II. CERTIFICATED PERSONNEL

2.18 ACADEMIC RANK

Academic rank for faculty members of [Institution] College shall be awarded under the following conditions:

A. Academic rank shall be granted to faculty members who meet the requirements listed below and receive the recommendation of the Superintendent.

B. Academic rank shall in no way involve salary consideration.

C. The title of "Lecturer" shall be applied to all part-time extended day faculty.

D. The title of the faculty member shall be "Instructor" while he has probationary status, unless his preparation and previous experience entitle him to higher rank under these regulations.

E. The requirements for the rank of "Assistant Professor" shall be:

1. The completion of three years of full-time college teaching and the attainment of tenure or

2. An earned Ph.D., or Ed.D. degree.

F. The requirements for the rank of "Associate Professor" shall be either 1 or 2 following:

1. The completion of seven years of full-time college teaching experience and either a or b following:

   a. 50 post-baccalaureate units with an earned Master's degree.

   b. A Vocational Class A credential or a full-time Standard Designated Subjects credential with specialization in vocational and technical subjects, with an earned Bachelor's degree.

2. Attainment of tenure and an earned Ph.D., or Ed.D. degree.

G. The requirements for the rank of "Professor" shall be 1, 2 or 3 following. No faculty member shall be awarded the rank of "Professor" until he has served at least three full years on the [Institution] College faculty.

1. Twelve years of full-time college teaching experience and an earned Doctor's degree.

2. Twelve years of full-time college teaching experience and a Vocational Class A credential or a full-time Standard Designated Subjects credential with specialization in vocational and technical subjects, with an earned Master's degree.

3. Fifteen years of full-time college teaching experience and 50 post-baccalaureate units including an earned Master's degree.

H. Any individual joining the [Institution] College faculty from an accredited institution will not suffer reduction in rank.

SUPPLEMENTS

Supplements for administrative positions are based on a percentage of the salary for the contract (duty days) issued. Supplements are determined by the President, the College Advisory Committee, and the Board of Public Instruction. Supplements are as follows:

12-Month (approximately 252 duty days) Personnel --

Dean of the College (25%)

Dean of Student Services (20%)
Dean of Administrative Services (20%)
Dean of Academic Affairs (20%)
Dean of Special Services (20%)
Administrative Assistant (20%)

Registrar (15%)
Dean of Women (15%)
Director of Evening College (15%)
Director of Community Services (15%)

Director of Auxiliary Services (10%)
Director of Admissions (10%)
Director, Library Services (10%)
Coordinator of Data Processing (10%)

Assistant Librarian (5%)

10--1/2--Month (minimum of 210 duty days) Personnel --

Director of Off-Campus Center (10%)
Division Chairmen (10%)

Miscellaneous supplements are as follows:

Counselors (teach a minimum of 9 hours)	$200.00
Debate Coach, Dramatics Director, Chorus Director, Orchestra Director, Tennis Coach, Golf Coach, Intramurals, Rifle team Coach - (when teaching load is not reduced by these activities)	$100.00
Basketball coaching (fall semester)	$650.00
Baseball coaching (spring semester)	$650.00
(The coach's teaching load will be determined by the President and/or the Dean.)	

Faculty members may be given special assignments by the President on a regular or reduced load basis. Such an assignment might involve research, coordination, special committee work, etc.

SALARY SCHEDULE F

Salary Schedule of a Non-Public Junior College in the Mideast

SALARY, RANK AND TENURE

The following salary scale has been approved by the Board of Trustees and will become effective in the fall of 1968.

Classification	Salary Range
Lecturer	$7 - $25 per hour
Instructor	$6,500 - $9,000
Assistant Professor	$8,000 - $11,000
Associate Professor	$9,000 - $13,000
Professor	$10,000 -

The Board of Trustees has approved a ranking and tenure plan which is reproduced in its entirety on the following pages.

Article I. FACULTY: DEFINED

The [Institution] Faculty consists of all persons engaged in full-time instruction, and all member(s) of the academic administrative staff so designated by the President of the College.

Article II. GRADES OF ACADEMIC SERVICE

A. Instructional Staff

1. Faculty of the College

Professor, Associate Professor, Assistant Professor, and Instructor.

2. Other Members of the Instructional Staff

Lecturer, and Adjunct Personnel.

B. Retired Status

Professor emeritus and Associate Professor emeritus.

Article III. APPOINTMENT, REAPPOINTMENT AND NONREAPPOINTMENT

A. Terms and Conditions

1. Members of the faculty will be appointed by the President of the College after he has considered recommendations from the Academic Vice President, the Director of Programs, and the Chairman of the Department. It is expected that transcripts, certificates and statements

of experience will have been deposited with the College at the time of the appointment so as to constitute a part of the permanent file of the appointee.

2. All appointments will be made in writing and will be in accordance with and subject to the provisions of professional ranking. Appointments may be for the calendar or academic year. Full-time faculty members who are on an academic year status serve the College for a nine-month period that includes the fall and winter semesters. Full-time faculty members and administrative personnel who are on a twelve-month status serve the College during the entire year except for the prescribed vacation periods.

3. Faculty members may be asked to participate in research projects and other assignments as determined by the appropriate administrator or department chairman, as well as for other services consonant with their positions within the contract period.

4. All reappointments to the faculty will be made in writing on or before May 1. The reappointment document will contain notification of salary, changes in rank, or of other terms and conditions of service.

5. During the first three years of service a faculty member will be given notice by May 1 if he or she is not to be reappointed. Faculty members who have served the institution for more than three years will be given notice of at least one semester.

6. Any member of the faculty who does not desire to remain with the College at the expiration of his or her current agreement should notify the department chairman in writing not later than one semester prior to the academic or calendar year in which he or she plans to terminate employment.

7. Advance notice will not be given to a faculty member dismissed for cause. The faculty member dismissed for cause has the right to appeal to a faculty committee designated by the Senate Council.

Article IV. ACADEMIC TENURE

The College realizes fully that if members of the faculty are to reach maximum professional growth and effectiveness they must have both academic and economic security. The College guarantees a continuing position to faculty members, therefore, who have proved their efficiency in instruction and/or administration and who continue to show reasonable promise of growth in service to the College.

It is the policy of the College to grant tenure at the rank of Assistant Professor or above to all who have served as full-time faculty members at the college level for a period of seven years. The College may require a maximum period of three years of satisfactory service before granting tenure to faculty members who have had four or more years of teaching experience at other institutions of higher education.

Tenure insures a faculty member the renewal of appointment until the maximum retirement age of sixty-five, unless the right has been forfeited by serious

misconduct, professional incompetence, or under extraordinary circumstances because of financial difficulties of the College.

A faculty member on continuous appointment who is dismissed for cause shall have the right to appeal to both a faculty committee designated by the Senate Council and the Board of Trustees.

Article V. ACADEMIC RANK

The College reserves the right to appoint faculty members to any academic rank commensurate with their ability and experience. The following guidelines will be used, however, for appointment to the respective academic ranks. Professional experience including instructional or academic administrative experience at the college level in all institutions served previously as well as at [Institution] will be considered. Demonstrated professional distinction will be considered also and is recognized as a criterion for promotion. The faculty member's record will be scrutinized for evidence of achievement, leadership, and the development of new ideas.

The College recognizes the important role the faculty plays in the formulation of academic and administrative policies. Recognition is given, therefore, to faculty members who prove themselves to be able administrators and who participate effectively in faculty government and in the formulation of department and College policies. Services to the community, participation in professional literature are also considered worthy of recognition.

Lecturer

The rank of lecturer is assigned to those who have achieved eminence in their profession and who are appointed to teach in their special academic fields. Lecturers will be appointed for an initial period not to exceed one year and will be eligible for reappointment. Tenure will not be conferred in this rank.

Instructer

The minimum criteria for appointment to the academic rank of instructor is the master's degree, or its equivalent, and appropriate professional experience. In some of the technical fields, non-academic professional experience may be substituted for teaching experience.

Instructors will be appointed for an initial period not to exceed one year and will be eligible for reappointment or promotion. Except by special action, reappointment at the rank of instructor will not be made after the sixth year of continuous service in this rank. Tenure will not be conferred in this rank.

Assistant Professor

The assistant professor must possess a master's degree and present evidence of continuous professional growth. The assistant professor should have professional experience appropriate to this rank. Non-academic professional experience may be substituted on the basis of two years of non-academic professional experience for each year of teaching experience up to a maximum of three years.

Assistant professors will be appointed for periods of not more than three years and will be eligible for reappointment, tenure, and promotion.

Associate Professor

The appointment to associate professor will be based on the possession of the doctor's degree, or its equivalent, and significant professional experience. Non-academic professional experience may be substituted on the same basis as indicated under assistant professor ranking. Evidence of continued growth as a teacher and as a member of the profession will also be used to consider promotion to this rank. The associate professor must have the capacity to participate in administering the academic and co-curricular activities of the College.

Professor

The rank of professor is awarded in recognition of scholarly and professional attainment beyond that required for the associate professorship. In scholarship, the candidate should have the doctorate, or its equivalent, and have achieved substantial professional recognition in his field. A minimum of twelve years of experience in academic administrative, and professional services is also required. Professors are expected to contribute markedly to the advancement of the College.

Research Reports

1967-R4 The American Public-School Teacher, 1965-66. 102 p. $2.00. #435-13310.

1967-R5 Leaves of Absence for Classroom Teachers, 1965-66. 61 p. $1.25. #435-13312.

1967-R10 Formal Grievance Procedures for Public-School Teachers, 1965-66. 63 p. $1.25. #435-13322.

1967-R11 23rd Biennial Salary Survey of Public-School Professional Personnel,1966-67: National Data. 36 p. $1.00. #435-13324.

1967-R12 23rd Biennial Salary Survey of Public-School Professional Personnel, Data for Systems with Enrollments of 12,000 or More. 259 p. $3.75. #435-13326.

1967-R14 Faculty Salary Schedules in Colleges and Universities, 1965-66: A Pilot Study of Institutions Granting the 4-Year Bachelor's or Higher Degree. 42 p. $1.00. #435-13330.

1967-R18 Teacher Supply and Demand in Public Schools, 1967. 88 p. $1.75. #435-13338.

1968-R1 Rankings of the States, 1968. 71 p. $1.25. #435-13342.

1968-R2 Salary Schedules for Administrative Personnel, 1967-68. 97 p. $2.00. #435-13344.

1968-R3 Head Start Programs Operated by Public School Systems, 1966-67. 42 p. $1.00. #435-13346.

1968-R4 Economic Status of the Teaching Profession, 1967-68. 56 p. $1.25. #435-13348.

1968-R5 Salary Schedules for Principals, 1967-68. 126 p. $2.50. #435-13350.

1968-R6 Nursery School Education, 1966-67. 48 p. $1.00. #435-13352.

1968-R7 Salaries in Higher Education, 1967-68. 92 p. $1.50. #435-13354.

1968-R8 Extra Pay for Extra Duties, 1967-68. 69 p. $1.25. #435-13356.

1968-R9 The Teacher's Day in Court: Review of 1967. 60 p. $1.25. #435-13358.

1968-R10 The Pupil's Day in Court: Review of 1967. 66 p. $1.25. #435-13360.

1968-R11 Selected Statistics of Local School Systems, 1966-67. 119 p. $2.25. #435-13362.

1968-R12 High Spots in State School Legislation, January 1-August 31, 1968. 70 p. $1.25. #435-13364.

1968-R13 Salary Schedules for Teachers, 1968-69. 122 p. $2.25. #435-13366.

1968-R14 Evaluation of Teacher Salary Schedules, 1966-67, 1967-68, and 1968-69. 161 p. $3.00. #435-13370.

1968-R14 Evaluation of Teacher Salary Schedules, 1966-67, 1967-68, and 1968-69. 161 p. $3.00. #435-13370.

1968-R15 State Minimum Salary Laws for Teachers, 1968-69. 43 p. $1.00. #435-13372.

1968-R16 Estimates of School Statistics, 1968-69. 36 p. $1.00. #435-13374.

1968-R17 Faculty Salary Schedules in Community-Junior Colleges, 1967-68. 50 p. $1.00. #435-13376.

Research Summaries

1966-S1 Inservice Education of Teachers. 19 p. 60¢. #434-22802.

1966-S2 Homework. 12 p. 30¢. #434-22804.

1967-S1 School Dropouts. 55 p. 75¢. #434-22808.

(See next page for other listings.)

Research Summaries

1968-S1 Class Size. 49 p. $1.00. #434-22810.

1968-S2 The Rescheduled School Year. 38 p. $1.00. #434-22812.

1968-S3 Ability Grouping. 52 p. $1.00. #434-22814.

Research Memos

1968-13 Some of the Highest Salaries Scheduled for Teachers, 1968-69. November 1968. 10 p. 30¢. #431-22836.

1969-1 Average Salary of Instructional Staff in Public Schools, by State: 1939-40 to 1968-69. January 1969. 1 p. 10¢. #431-22834.